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ABSTRACT

The results of a survey conducted in the black community of Cincinnati, Ohio, are presented in this report. The survey sought to determine the perceptions, views, and attitudes of the city's black citizens regarding key social and economic issues. The report presents findings in the following areas: (1) education, including issues of accountability, citizen involvement, school finance, school closings, and desegregation; (2) community organization and community relations, with discussion on the issues of community councils and neighborhood government, police/community relations, housing, and displacement; (3) health and community services, including discussion on personal health concerns, public hospitals and community clinics, stress and mental health, welfare, social security, youth, and the elderly; and (4) economic development and employment, with a focus on umemployment, income differences between blacks and whites, equal employment programs, and CETA. Also provided is information on the survey methodology and sampling process. Appended to the report are statistical data on neighborhood demographic change since 1960, and age, occupational, educational, and income profiles of black Cincinnatians. (GC)

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EXECUTIVE SUMMARY

THE STATE OF BLACK CINCINNATI

71-Page Documentary Plus 9 Pages of Appendices

Prepared by: THE URBAN LEAGUE OF GREATER CINCINNATI

THE STATE OF BLACK CINCINNATI, prepared by Mr. Dewey C. Fuller, Executive Director, Urban League of Greater Cincinnati, and staff, is the first comprehensive study made which reflects the perceptions, views and attitudes of Black citizens in the Greater Cincinnati area toward key social and economic issues.

Its purpose was to obtain needed information on the four Urban League program areas: EDUCATION, HEALTH & COMMUNITY SERVICES, COMMUNITY RELATIONS, and ECONOMIC DEVELOPMENT & EMPLOYMENT as articulated by its Black constituents.

This was accomplished by means of a survey conducted among the Black community of Greater Cincinnati. In reporting the survey results, the Urban League added perspective from its own broad knowledge of National and State conditions.

It is the Urban League's intent that the survey data will be implemented into program planning and public decision-making policies in the Cincinnati area, and will provide input into planning in other areas, wherever appropriate.

Research Methodology

Bailey's Marketing to Meta-Marketing Consultants were employed to give the research statistical validity.

The sample size goal was established as 250 people, 80% of which represented the city residents, and 20% represented the outlying SMSA residents.

Respondents were invited from each of the 44 statistical neighborhoods and 20 of the outlying areas that encompass the SMSA.

Preliminary Comment

The Black population makes up 25% of the city's 1970 Census Chart. In 1980, the Black population has increased to over 35% of the total residency of the Cincinnati area.

During the decade of population growth, the study indicates that Blacks have made progress in some areas. The demographic profile of Black Cincinnatians indicates better community and economic development, as well as other accomplishments. These areas of growth suggest that in the achievement of change there is the creation of a new existing balance, a movement toward a new era and the hope of a new life.

The harsh truth remains, as the study documents, that the majority of Blacks have not seen their status change for the better. Many of their lives are still lived out in despair and deprivation.

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EDUCATION

The way in which educational decisions have been made in the past has created disenchantment, mistrust, and a diminishing respect for the value of education in the Black community.

THE STATE OF BLACK CINCINNATI survey suggests a critical need for modification of the current methodology in order that the decision-making processes for local Boards of Education in the Greater Cincinnati area may connect with the perceptions and needs of Black citizens.

65% of survey sample were parents. Of that 65%, 35% had children in area schools.

The major educational concern of the Black community is perceived as the need for quality, efficient, basic education.

To improve the quality of education, more Black community involvement, better educational resources, and a more responsive Board of Education led the list of needed changes suggested by respondents.

Accountability & Citizen Involvement

Accountability - the commitment of teachers, administrators and Board members to being responsible for their performance and answerable for results - is not perceived as a major commitment of the public school system.

Parents want to be involved. Of those survey participants who have children in the public school system, over 40% felt that the two major obstacles to parental involvement by the Black community are (1) the timing of parent-teacher conferences and Board of Education meetings and (2) general lack of commitment.

Over 60% of survey parents felt the lack of involvement of Black parents is negatively affecting the quality of education and is harming the emotional welfare of the students. Our respondents believe that the responsibility for a child's education is a shared one between the family and the teachers. It is only through improved working relationships between the teachers and parents that the continuity and trust necessary for learning will come.

Personnel Officers across the country have become increasingly alarmed at the apparent lack of basic skills possessed by young job applicants. It is reported that many job-seeking youths would have a hard time passing a basic functional literacy test. In Cincinnati, potential employers are currently reaching outside our area labor force for almost 75% of their new employees. For young Black adults this is alarming as their employment statistics are already one-third that of Whites.

Out of this literacy crisis emerged the concept of Competency Based Education.

69% of Black parents favored CBE; 29% did not. 25% perceived the test as being given and structured equally; 27% did not.

It is clear that an effective public relations program needs to be established and operating in the schools. Parents need to know about what is taking place regarding CBE and other program efforts being made to address the aforementioned concerns.

School Finance

80% of survey respondents listed this subject as one of major concern.

75% of parents felt their children do not benefit directly from the increased spending, nor do they feel it is adequate for strong program development.

56% felt there is not enough citizen participation in the decision-making process for local allocation of dollars. Respondents felt allocation decisions made by Boards of Education at the local level are without sufficient Black representation and current methodology is inadequate.

Black parents want a more localized form of recommendations in the decision-making process. Over 90% of the parents felt that the process needs to be a shared one with the input of community, parents and students.

Not only in Cincinnati, but also in the State of Ohio and across the country, school finance has become an overwhelming crisis. Equal education opportunity is being denied Ohio school children because resources are unequally distributed. State resource allocation appears not to be based on student and districts needs, but rather legislative whim. The needs of the urban district remain unmet.

School Closing

The problems surrounding school closings continue to be the most controversial and emotionally charged issue in the City of Cincinnati.

39.5% respondents cited bad effects they felt a school closing would have in their neighborhood; 54.9% gave no response or a response not applicable.

20% felt that school closing decisions should be left up to communities/ parents, and another 9.5% felt such decisions should be made by the Board

of Education with parent recommendation. 62.1% didn't know or gave nc response to this question.

77.2% didn't know or gave no response to the question asking what should be the criteria for closing schools.

It is evident from the statistics that many Black citizens are left out of the information dissemination process. This factor, by itself, could be one of the major causes of disenchantment and mistrust of the current decision-making process of Boards of Education.

Desegregation

When confronted with the question, "How would a desegregation ruling affect your child?", 9% answered "Not at all/little". 4% thought it would increase the busing of Black children; 3.6% saw it as meaning the closing of that child's school; 63.8% did not respond.

14.6% of respondents felt that desegregation would not solve anything; another 14.6% felt it could help the child a great deal with better education and early exposure to "majority" competition.

16.6% had no fears about school desegregation in their community. 15.1% felt it would result in unwarranted violence and serious discipline problems and another 8.7% feared it would reduce the quality of education for Black children, as the emphasis would be on desegregation, not education.

Survey respondents agree that the safety of the children comes first, and with that the safety of the community and preservation, if not improvement, of educational standards.

Recommendations

We have developed unproductive patterns of relating the system of education to the benefactors of the services of the system.

The Urban League of Greater Cincinnati recommends:

1. The design of programs and strategies which recognize the role of the families as educators.

2. The building of responsible working relationships with those persons responsible for the printed media.

3. The assurance that a competent information dissemination process takes place uniformly across the city.

4. The design of strategies which support local communication and coordination between schools, the business community and federal initiatives.

5. The continuation of the monitoring and reassessment process of the "back to basics" movement.

6. The development and/or supportive efforts made towards the relationship emergence between the City and the Board of Education.

7. Above all, any planning for educational change or modification must have room in the process for parental and community input.

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Community Organizations

Community Councils

25% of respondents indicated they are a member of their community council; another 34.2% stated that, while not presently a member of their council, they are interested in getting involved.

61.7% did not answer the question asking what problems existed in their neighborhood councils, and 54.7% did not respond to what contribution the community council could make to a neighborhood.

The significant number of people not responding indicated either a lack of interest and/or lack of adequate knowledge of what is taking place in the community council or the community in general. Perhaps apathy would sum up the overall feeling.

The low percentage is an indication that more can be done by community groups to reach and inform the balance of the community about their council activities and the importance council could provide for neighborhood improvements.

Neighborhood Government

44% of respondents felt that government should become more decentralized at the local level (greater local control).

75.5% felt they should control their own planning/spending in their community development. 75.8% believe that Blacks would receive more benefits under this system.

Only 14.6% felt their neighborhood had received fair treatment of its problems from city government.

23% felt the Community Development program is successful at helping the Black community or low income neighborhoods; 29% felt it had not been.

Police/Community Relations

66.74% respondents felt that police/community relationships have regressed. Reasons given were:

1. 29.2% - Racial polarization (prejudice) caused by social and economic state of Cincinnati.

2. 19% - No Black planning in decision-making process.

3. 17.5% - Unqualified police in neighborhoods.

4. 13.3% - Lack of communication between community and police.

5. 10% - Killing of police.

6. 7.4% - Lack of Black police. Blacks comprise approximately 35% of the city's population, but only 69 of the city's 935 police officers are Black. Only 3 Black policeman have rank.

To achieve better police relations respondents suggested:

1. Correct racial prejudice in police department.

2. Hold sensitivity training sessions in understanding the Black community.

3. An investigative unit into police misconduct.

4. Promotion of Black policemen.

5. Increase of Black policemen.

It is felt that input from such organizations as CHRC, the Sentinels, the Coalition for Justice and Equality, the NAACP, Urban League and other citizen-based groups can do much to alleviate some of the current tension.

Housing

In a recent national study of 40 cities, commissioned by the Department of Housing and Urban Development, Cincinnati was described as having the nation's highest rate of housing discrimination.

82.2% respondents in the Urban League study felt that discrimination in housing is still a prevalent problem in the Cincinnati area. 56.8% of respondents were home owners.

30.9% reported they had had personal experience with housing discrimination.

Yet 73.3% had never had a problem seeking mortgage money or getting a loan.

51.6% felt that discrimination in housing is still a problem for single Black women.

70.3% of the respondents had never sought help from a housing agency.

Two reasons why respondents had not felt much personal discrimination may have been:

1. They sought housing in traditional Black areas, or
2. Many people are discriminated against without being aware of it.

Displacement

Displacement refers to suburban residents moving back to the inner city, displacing Blacks or low income people who, when forced to move, often must pay more for housing.

30.7% of the respondents felt that White migration to inner city was creating displacement, and 48% felt that Black inner city home owners were not getting a fair price for their property.

However, 36% felt their neighborhood had experienced an increase in property values, and approximately 40% felt that urban revitalization was taking place in their neighborhood.

In a probe of Black attitudes regarding housing, 73% said they would feel comfortable and friendly and would welcome someone of another race if they moved next door.

When asked where Blacks would prefer to live, 45.7% responded, "Where the community is mixed, but a good share of Blacks do live."

23.9% of the respondents actually lived in an all-Black community, and 52.4% lived where the proportion was half-and-half or over 50% Black but with a large proportion of Whites.

Given a choice, 45% of the respondents said they would prefer to live where the community is mixed. Only 10.7% stated they would prefer living in a Black community.

Summary

1. There appears to be a willingness on the part of the City's selected officials and the administration to work with the community councils. However, many of the councils must do much more to strengthen themselves and their ties with the community.

2. Perhaps much more can be done to give communities a stronger voice and input into the various decision-making processes, especially on the allocation or the distribution of funds for neighborhood development.

3. The police department in Cincinnati needs to continue and to expand their affirmative action programs in the department. They also need more programs to build better community relations before another crisis occurs. Sensitivity training sessions could help the problems.

4. The Urban League would like to see the full weight of the city brought to bear upon the various institutions of racism affecting discrimination in housing. Some progress has been made, but there remains more to be done in the changing attitudinal behavior.

5. The city still needs to do shared planning with the various communities to allay the fears that exist on displacement.

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Health/Community Services

Health and Social Welfare Services programs have a special importance for Black Americans since a disproportionate percentage of them are participants.

Blacks suffer from hypertension, heart and lung disease and other physical and mental disorders directly traceable not only to the social and economic environment in which they live, but also to the physical. Black cancer rates, for example, are rising faster than those for Whites. For some cancers, Black rates are 50% more than for Whites. It is no accident that Black cancer rates continue to escalate as Blacks perform the dirtiest jobs in our society and are locked into the most polluted neighborhoods. Cincinnati is no exception.

The health picture in Black communities is adversely impacted by rate of unemployment, adverse changes in per capita income and the spiraling annual rate of inflation.

Personal Health Concerns of Black Cincinnatians

65% of those polled felt their health to be in excellent or very good condition. However, nearly 4 out of 10 indicated that they have a health problem which requires medical care. Problems most often mentioned included high blood pressure/hypertension, heart, other internal organs, vision, arthritis, asthma, diabetes, and skin and limb disorders. Hypertension/blood pressure led the list.

Family and personal problem counseling led the field of services most requested for family members and/or self when specific types of problems were addressed.

Other family health-related services our respondents felt they needed were handicapped, rehabilitation, therapy and training services (8.2% of sample), and 7.1% named Home Nursing or other home health care as needed.

Public Hospitals

Blacks tend to use outpatient hospital departments almost twice as much as Whites. Many Black persons have no regular source of care.

Feelings about hospital services and personnel varied widely. One of the most frequent complaints was slowness of Emergency Room service. Those who complained about slow Emergency Room procedures, however, also felt the services were helpful. 19% felt that Emergency Room procedures were not only too slow, but not very helpful at all.

Community Health Clinics

Community Health Clinics seem to be getting unanimous support from the Black communities. 46% of respondents currently use or have used Community Health Clinics in the past. 82% were in favor of them.

38% said there was not a Community Health Clinic available in their neighborhood; of that 38%, one-third were in favor of and would support the establishment of a center in their community.

Community Health Clinics offer important advantages:

1. Physicians practice within the patient's neighborhood; therefore can be more knowledgeable about the community and its problems.

2. Patients can often get to the facility without requiring transportation.

3. Fragmentation of health services is eliminated and family members can have many of their health care needs met at one location.

4. Medical services are made at an affordable rate or at no cost for those who would otherwise not seek medical services or advice.

5. Residents are encouraged to seek medical services before a condition becomes too serious.

6. Continuity of health care is encouraged.

The Urban League of Greater Cincinnati believes in the concept of Community Health Clinics and preventive medicine and urges the continued financial and political support of these needed centers.

Stress and Mental Health

The mental health needs of minority people must be examined in the context of the social, economic, educational and environmental conditions of America's poor, because the conditions of racism and social class in our society have had, and continue to have, a tremendous impact on the mental health functioning of minorities.

Mental stress and nervous conditions occur in 26.4 per 1,000 of those families with a family annual income under $2,000 as contrasted with 4.2

per 1,000 of those with family income greater than $7,000 a year - and the lowest class seems to have more severe diseases.

Over 63.7% of survey respondents felt there was a growing need for more Mental Health Clinics in Cincinnati. 73.2% felt that Mental Health, particularly as it relates to stress, is a prevalent problem for Blacks in this community.

62% of respondents felt that crime, drug and alcohol abuse, abuse of family members, and suicide were the outward manifestations of stress in minorities.

Welfare

There continues to be a growing need for increased spending on social welfare programs, induced in large measure by the severe economic dislocation sustained in the Black and poor communities.

In 1978, Black Americans were 12% of the total U. S. population but comprised over one-third of those with incomes below the poverty level. Thus poverty continued to be a critical distinguishing feature of the Black experience in the U. S.

In Cincinnati, 31.3% of the survey respondents or other family members were receiving financial assistance from Welfare or Social Security.

Major problems with the local Welfare office were identified by respondents as:

1. Rejection and refusal for food stamps - a problem in one out of two families who sought help.

2. Long waiting, combined with the fact that a number of those who sat and waited did not always receive aid.

3. Emergency aid rejection was cited as a major problem in 11% of the applicant cases.

4. Cuts in funding and/or too little assistance.

5. Too much prying and insensitivity to people seeking help.

47.1% of Black Cincinnatians surveyed feel negatively toward Welfare, feeling the system is ineffective, inadequate, demoralizing, and creates dependency. 56.9% felt that Welfare had either failed or hurt the Black community. They felt it was a dead-end street with no way out, no help to get out, thereby perpetuating itself by fostering dependency. Many also felt that Welfare

contributes to the Black community's lack of self-esteem, doesn't provide enough (money, income) and forces people to lie, fails administratively and is programmed to fail.

Not all were negative. 34.8% remain positively inclined, most of these feeling so because the system of helping those who are least able to help themselves does have its merits. Welfare has been a help to the Black community by providing basics for the needy, but Welfare should provide a great deal more counseling, and current poverty level guidelines should be raised considerably to meet current high levels of inflation.

Welfare is a national problem that needs to be resolved on a national basis. The reluctance to reform the Welfare system reflects widespread hostility to the poor, a hostility encouraged by racism.

Social Security

Nearly 10% of respondents have had problems obtaining disability benefits and cited skepticism of the program. 61.5% of the sample felt the system is a part of the future. 26.6% felt it is not effective and not a permanent system at all.

Despite the concerns, the success of Social Security is undeniable. Social Security alone has reduced the poverty rate among the elderly, and when coupled with other Social Service programs (SSI, Veterans Pensions), poverty levels dropped even farther.

But President Carter has proposed a series of changes in Social Security, both as to coverage and benefits, and the proposed cuts would impose special hardships on persons with low earnings and on families with children; they discriminate against Blacks and other persons who, because of their life expentancy, depend on survivors/benefits to a greater extent than Whites.

The Black community will have to give greater priority to this program to assure that long-established benefits, especially as they aid Black Americans, are not seriously eroded.

Elderly

Today's aged Negro is different from today's aged White because he is Negro. Blacks bring to their older years a whole lifetime of economic and social indignities, a lifetime of struggle to get and keep a job, more often than not at unskilled hard labor, a lifetime of overcrowded, substandard housing in slum neighborhoods, of inadequate medical care, of unequal opportunities for education and the cultural and social activities that nourish the spirit, a lifetime of second-class citizenship, a lifetime of watching their children learn the high cost of being Black in America.

Fewer than one-fourth of these aging Black senior citizens hold any kind of job to help sustain themselves. Three times as many of them as their White counterparts are receiving old age assistance grants that, for many of them, is all that keeps them alive. Many are existing at starvation levels.

Blacks who reach age 60 should be considered survivors.

Blacks are more likely to die before age 65. They are most subject to disabling illness, get less medical care and less assistance in meeting the cost. The incidence of death from the leading killers -- heart disease, cancer, brain hemorrhage and accidents -- is proportionately higher for older Blacks than for older White people and often, too, from yesterday's killers -- tuberculosis, influenza and pneumonia.

Locally, 18.1% of our respondents were senior citizens. Another 12.1% have elderly seniors who depend on them or for whom they have a responsibility.

High blood pressure was cited as the greatest health problem of the aged in the Black community, with proper diet and heart disease as runners-up.

But our respondents were also concerned about non-disease oriented problems our elderly face: getting proper and adequate care, waiting too long for services, isolation, transportation.

Places and programs respondents felt provided any measure of assistance were, in order: clinics; private doctors and physicians; federal programs other than Welfare; Medicaid; neighborhood churches; clubs and organizations; Cincinnati General Hospital; the Community Chest agencies; and nursing homes.

Major complaint of 28.5% respondents regarding most nursing homes is quality and adequacy of the staff, and 22% complained about general services, cleanliness and general quality and adequacy of the facility itself.

Health services in our community should continue to offer:

1. Both preventive and health maintenance opportunities for older people.

2. Medical and dental care.

3. Visiting nurses service.

4. Occupational therapy.

5. Skilled nursing care for those who must live in institutions.

6. Homemaker services to enable older people to remain as self-directing and independent as possible in their own homes as long as they are able and want to.

Visiting services, portable meals, and the programs of the multi-service centers for older people, which include educational, recreational, family counseling, health home finding and other services, should continue to be supported and expanded. Counseling services should continue to include protective services for those too feeble or confused to manage their own affairs.

Youth Health

Health services to youth have been the target of much controversy both locally and nationally.

At the center of the controversy is the concern about the sex education of our youth and, more importantly, counseling and medical services being offered to teens without (in some cases) needing informed consent from parents.

The problem of teenage pregnancy and young motherhood needs immediate public attention. For young Black women aged 15-19, the rate of bearing children is twice as high as their White counterparts. This is of particular concern, because the probability is these young families conceived in poverty will continue to find themselves on public assistance rolls and remain there.

75.7% of respondents were in favor of sex education courses in schools, but there was also a strong feeling that parents do not want their roles as sex educators of their children usurped by schools or social service agencies.

25% of respondents felt the trained professional and school system, with or without parent's help, could share in the responsibility of instructing youth in sex education. 20% felt the teacher with parent re-enforcement, or parent and teacher together, need to have equal responsibility; 16% favored parents only as being solely responsible.

65.7% favored school-taught sex education as a supplement to parent's roles as primary sex educators.

25% felt education is the needed answer to solve the problems teens are having with drugs and unwanted pregnancies. Many respondents felt there should be more and better counseling provided or made available to Black youth whether through Parental Guidance agencies or the schools.

Reflections & Recommendations

New approaches to old problems must be developed, and in developing services for minorities, minority input is a must.

Too little information is available on current Black health. This information is an utmost necessity in planning and developing services for and with minority participation.

To greater serve the needs of Blacks and minorities, the Urban League urgently recommends consideration of the following:

1. Information and data regarding health as it relates to Blacks should be accumulated by the Health Department and disseminated to people of concern.

2. Health Service agency and Health Education information should be available and accessible to the minority consumers in need of such services.

3. The problems of health and welfare require the cooperative action of not only those in the medical and public health professions, but also by many professions, community services and organizations. Church and community action must continue to also play a major part.

4. Additional areas of concentration should include a focus on programs aimed at preventative health and consumer education programs, as well as mental health and geriatric and prenatal care problems.

In attempting to educate the Black community on health, two strategies tend to unfold:

1. Agencies should not wait for voluntary requests to be initiated by minority (Black) communities. Outreach programs should be used to seek out people, groups and organizations.

2. Communications should be couched in language easy to understand.

Cincinnati (America) should not make the mistake of believing that because the problems of Blacks and poor did not have high visibility in 1979 they no longer exist, or have been ameliorated to such an extent they are no longer important.

The problems remain. They grow worse in 1980.

THE STATE OF BLACK CINCINNATI

Economic Development & Employment

No problem is more fundamental or pervasive in its consequences for the quality of Black life than income and jobs.

No problem facing this minority community is more in need of immediate and far-reaching remedial action.

Nothing is more central to the success of the long struggle to eliminate racial discrimination from American life than the effort to establish equal access to job and career opportunities.

Black Unemployment Vs. White

Unemployment statistics reveal a worsening situation for Black people and members of other minority groups. In 1976, the rate of unemployment was 7% for Whites and 13.1% for Blacks and other minorities. In August 1977, White joblessness declined to 6.1%, while minority unemployment increased to 14.8%.

The gap between the unemployment rate of Blacks and Whites is the widest it has ever been. The jobless rate among city Blacks (17.5%) is now over 2.5 times higher than among city Whites (6.6).

Black Youth Unemployment

Minority youth unemployment has reached a critical stage in every community.

Official data reports a jobless rate of 13.6% among White youth, while the comparable rate among Blacks is 33.6%. These official figures, however, do not include those young Black people who want a job, regardless of how long they have been actively and unsuccessfully seeking employment. If these discouraged Black youths are included, the true unemployment rate of Black youth is 52.6%, more than twice that of Whites (24.8%).

Blacks in Cincinnati feel that youth employment programs continue to be temporary and seasonal in both the public and private sector.

Many feel that the private sector is unwilling to use its resources, and that in too many instances federally funded programs are not well run, and are mired in bureaucratic floundering. There was universal agreement over the lack of sufficient job opportunities for all Black people who want to work.

Income Gap

49% of respondents felt that Black salaries today are not keeping pace with the White counterpart. Although there is a decline in the value of the

dollar due to inflation, the real tragedy is that for every dollar of White family income, Black families earn less than 62 cents.

Economic conditions have worsened for Blacks during the last five years. The income gap is widening, Black unemployment is at the highest level in history, and the jobless gap between Whites and Blacks is also the widest it has ever been. The supposed enormous growth in the Black Middle Class is a misconception. The proportion of middle income families has not significantly increased.

Life for most Blacks is quite difficult and in all too many instances is reduced to a matter of basic survival.

Equal Employment and Affirmative Action

There were mixed opinions among respondents as to whether federal agencies set up to overcome racial discrimination in employment are doing a good job. 37% felt they were to some extent; 25% felt they were not. 18% of this latter group strongly felt they were not.

A number of reasons were advanced for the relative non-success of Affirmative Action programs, including government not setting the example and top executives' failure to push AA with staff and line managers.

28.9% of respondents felt that the private corporation had made a measurable and concerted effort to increase Blacks in their employment; 18% did not think so. However, 61.8% thought that Affirmative Action programs were an expeditor for increasing Black employment with private corporations.

Affirmative Action plans generally need to be monitored and must be designed to break down old patterns of racial segregation.

C E T A (Comprehensive Employment & Training Administration)

21.2% of respondents felt that CETA had improved the Black underemployment or underutilization in private industry; 18.4% felt it had not.

The development of more jobs in private and public sector, improved training, and training for higher levels of authority were mentioned as significant goals for CETA.

While Black employment opportunities were enhanced by re-authorization of CETA in September, it is expected that cuts in the 1980 budget will reduce the number of public service jobs available in 1980. And in the long run, there is the danger that jobholders will not receive sufficient training to obtain non-subsidized jobs at the end of CETA employment.

Conclusions

Black progress is limited to a very few areas, and the gap separating Blacks from Whites is growing.

There is growing evidence that a countermove to the campaign for Affirmative Action is underway. This countermove appears in a variety of forms, but the main thrust is frequently expressed in charges of "reverse discrimination" against Whites -- especially against White men.

The Bakke decision cannot be allowed to be used as a justification for any diminution in Affirmative Action efforts, either on the part of government, educational and other institutions, or private industry. The Bakke decision cannot be allowed to be used as a justification for the reduction of a minority presence in public and private institutions.

Blacks are also becoming apprehensive over the extent to which the strong drive for equal opportunity on the part of White women will have an adverse effect on Blacks -- especially on Black men.

The objective of the Urban League's Economic Development and Employment Department is the elimination of racial discrimination in employment and the promotion of full employment opportunities for all those who can be gainfully employed in the Cincinnati area.

Equal Opportunity/Affirmative Action is a way of life whose time has come, but it won't come by itself. We must look towards an environment conducive to equality for all, regardless of color, creed or station in life.

Recommendations

1. Employment

   Federal job training and job creation programs that would increase earnings, productivity and the tax revenues should be expanded, not reduced.

   The trend of job movement to suburbs requires new policies that will make suburban job opportunities available to low and moderate income families through housing programs, improved public transportation and vigorous enforcement of Affirmative Action and Equal Opportunity mandates.

2. Affirmative Action

   Positive incentives to encourage compliance with AA laws and regulations should be implemented, such as the Targeted Job Tax Credit Program.

Title VII should be amended to include policies which address layoffs and reduction-in-force in public and private employment.

3. Youth

Federal job training and job creation programs must be substantially increased.

Private industry and specifically small and mid-sized businesses where most of the jobs are located, should be encouraged through whatever inducement necessary to employ and train Black youth with limited skills.

APPENDICES

Include the following:

1. Table showing shifts in Black population in 44 Cincinnati statistical neighborhoods during the years 1960-1970.

2. Tables comparing city Black, city White, and survey respondents as to

   - age categories
   - education levels
   - income levels
   - average household income for 1979

3. Table of Black, White occupational levels.

4. Tables showing locations of survey respondents in (a) Cincinnati statistical neighborhoods, (b) Hamilton County.

ACKNOWLEDGEMENT

THE STATE OF BLACK CINCINNATI is the first comprehensive study made which reflects the views, attitudes and perceptions of the Black citizens in the Greater Cincinnati Area. It took many people to make this effort possible. The Urban League would like to express its most sincere gratitude to the business community, social agencies, Churches and most important, the participants who gave not only their interest, but also their valuable time to respond.

As the Executive Director of the Urban League of Greater Cincinnati, I offer special acknowledgement to the Urban League Guild and the On-The-Job Training Staff for their many invaluable contributions. This appreciation is especially extended to Thomas Thacker, Urban League's Assistant Director, for coordinating the staff involvement through all phases of the study. Aside from doing much of the legwork necessary to facilitate the administration of this project, the department personnel devoted numerous hours to not only analyzing the survey data, but also to researching national and state findings in order to lend perspective to this report. Those department persons being: Wilbur Coston, Director of Community Organization; Barbara Crosset, Director of Education; Neil Dunson, Director of Economic Development & Employment; Josephine Porter, Field Representative, Economic Development & Employment; and Elvia Price, Director of Health and Community Services. A special thanks also to our excellent support staff; Chris Bennett, Ursula Bocock, Eula Fountroy and Donna Seward. Without the sincere dedication, patience and perseverance in the struggle through all phases of the process, the generation of this report would not have been possible. It was an invaluable learning experience for the entire agency. As a result of this, the product in future efforts towards updating will be greatly enhanced.

Last, but not least, a special recognition is to be extended to Bailey's Marketing to Meta-Marketing Consultants for providing the technical resources necessary to make our mission a success.

Dewey C. Fuller

DEWEY C. FULLER, EXECUTIVE DIRECTOR

SURVEY PURPOSE

The Urban League is always in a continuing process of developing and implementing new and creative programs and approaches that address themselves to many of the problems growing out of economic and racial isolation, poverty and/or the lack of equal opportunity.

This survey reflects the social and economic issues relative to Black people in the Cincinnati Area. Its purpose is to obtain needed information on the four (4) Urban League program areas as articulated by our Black constituency.

As advocates for our constituents, it is our intent that the survey data will be formulated and implemented into program planning, and public decision making policies in the Cincinnati Area.

Our Objectives Being:

- to find common identification with national minority concerns in order to provide input into national, social and/or political affairs;

- to learn what the Black Cincinnati residents need in order to improve their lives and living conditions, and what their experiences are in the problem areas confronting them;

- to provide research data (mutually shared with other agencies, institutions, local governments) for systematic planning for more efficient programs and services; and

- to communicate needs and to demonstrate the important role Black citizens do contribute for successful community planning in both public and private decision making policies.

METHODOLOGY

Initially, Bailey's Marketing to Meta-Marketing Consultants devised its sample number from the population figures of the Census Tract data and Neighborhood Racial Change Reports - (see appendix). Within limits, the sampling procedure used was random (probability) sampling. The sample size goal was established of two-hundred fifty (250) people, eighty percent (80%) of which represented the city residents and twenty percent (20%) represented the outlying SMSA residents. Using the statistical neighborhood population estimates of the forty-four (44) neighborhoods in the city and their racial composition data, a number of needed participants was contrasted to the whole city. For example, in a city with 150,000 Blacks, if 15,000 lived in one neighborhood they represented ten percent (10%) of the city's Black population and consequently ten percent (10%) of the number desired for our sample. A minimum of two slots were adjusted into the overall count.

Individuals of the given population of Blacks were selected as participants from a multitiered sampling process. In the first phase, many elements were evaluated prior to selection of the individuals based upon the community make-up of the Black population. These preliminary criteria for determining the sample were isolated from among data items contained in reports to the U.S. Census, the city gathered neighborhood profiles and profiles of change, other commissioned studies and empirical research over a period of years. The criteria included a "proportional" representation of Blacks from all neighborhoods and communities based on as current data as possible. 1978 R.L. Polk City of Cincinnati Neighborhood Population figures were used, 1970 Census Tract County Information along with Battelle Sub-County Population Projections, Hamilton County, 1970-2000. Because Cincinnati is a city of clearly defined neighborhoods, more often than not, the neighborhood profile, a smaller unit of measure than the strictly Census Tract data was used to project the proportional statistics for the city and its functional communities in this study. Study respondents were then also proportionately selected on a male/female ratio basis. Birth and death statistics

(relative to later years) vital statistics and census data of 1970 determining this number was used at City Hall where the Cincinnati Board of Health figures for 1970-1978 were housed. Income was not a screening factor in any initial stage justified on the basis of the neighborhood and community random sampling methodology which was inherent income screening potential in this SMSA and most notably within the city limits.

Bailey's Marketing to Meta-Marketing Consultants geared its sample to proportional representation by neighborhood and/or community; sex, race and age. All respondents were eighteen (18) years of age and older.

SAMPLING PROCESS

Communication to potential respondents began with a letter of invitation sent to 2500 homes in sixty-four (64) communities. A planned ten to fifteen percent (10-15%) return was expected based upon other comparable respondent selection processes involving the Black and minority community of Cincinnati. Three (3) waves of written communication were developed and a prepared callback approach was devised to follow-up the initial communication. Three days later, candidates were called to ascertain if the letter had been received and if there were any questions. Second callbacks and mailings were made to persons who had expressed a desire but from whom we had not received written replies were placed. The goal of the screening and scheduling process was to attain a cross-section of male and female respondents as well as a good mixture of neighborhoods and to achieve a balance of input without being overly weighted in any particular direction. Scheduling began and respondents were grouped on the basis of their preferred time of day and hour, based upon the availability of openings in a given session.

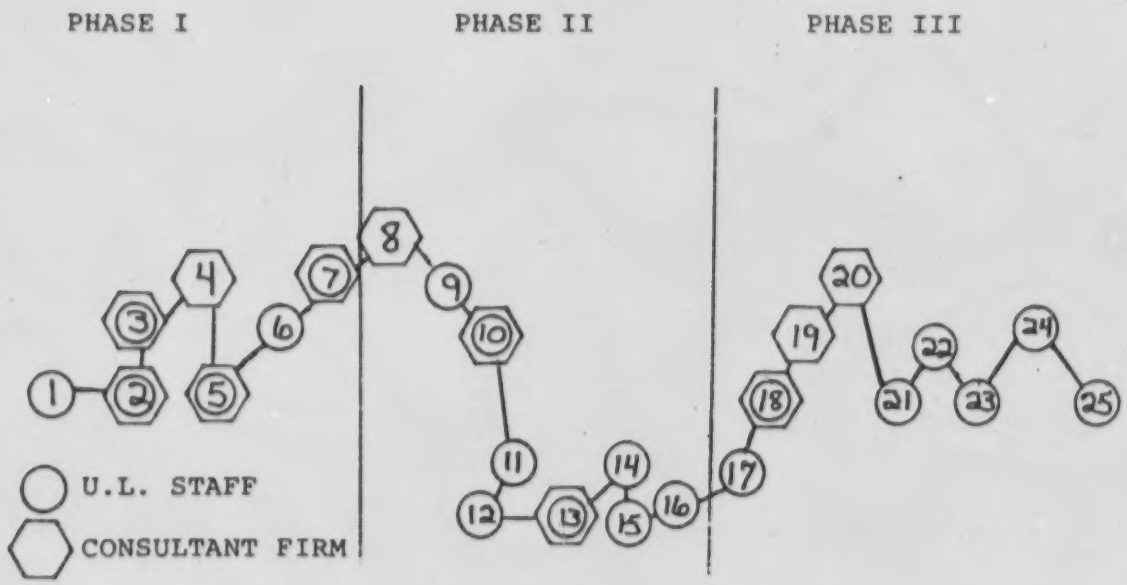
The aim of this process was to obtain a specified quota from each community. As a family unit was being evaluated we sought only one head of the household. (In the calling process the male-head-of-household was asked for initially and if unavailable the female-head-of-household or designee of eighteen years (18) of age was asked to participate). In approximately five percent (5%) of the cases we obtained responses for participation by two adults who were in the same household or both heads-of-households. As a result of this kind of response our discussions were clearly enhanced in many instances.

The last phase of our sampling process included a media campaign to attract the broadest community support and perhaps individuals from areas with a more sparse Black population who may not have received or understood the communication and/or would want to be a part of the survey.

As a result of the media exposure, we identified within some twenty-five (25) outlying contiguous communities outside the city limits, a measure of Black population, in areas wherein we had no prior identification of any Black residential population existing.

A few participant slots were left open in our sample through ninety percent (90%) of the survey to ensure a broad representation.

CRITICAL PATH OF MAJOR ACTIVITIES



PHASE I

1. Development of Dept. Statement of Concerns
2. Consultation with Marketing Firm
3. Development of Preliminary Survey for Pretest
4. Identification of Pretest Target Group
5. Administration of Pretest
6. Analysis of Pretest Data
7. Modification of Survey

PHASE II

8. Identification of Target Group
9. Letters of Invitation to 2500 Individuals
10. Staff training for Format
11. Follow-up Telephoning
12. Scheduling of Survey Sessions
13. Analysis of Responding Communities
14. Media Campaign
15. Second Mailings to Underrepresented Communities
16. Follow-up Telephoning
17. Scheduling of Survey Sessions

PHASE III

18. Administration of Survey
19. Collation of Survey Data
20. Preliminary Report Development
21. Analysis of Reported Data
22. Correlation of Local, State and National Data
23. Development of Department Reports
24. Staffing of Reports for Clarity and Content Verification
25. Final Draft and Distribution

SURVEY QUESTIONS

In developing the survey questions, each department director asked him/herself, "what are the key issues of the past and present, and what will be the direction for the future?" Out of an array of possible questions, a goal of limiting the focus to five (5) key issue areas was decided. Though many issues and areas were discussed and many surfaced after a time, a good examination of the questions and lengthy deliberations took place before final questions were developed. Because so many issues and concerns emerged, room for flexibility was given in the survey. It was designed to be a two-part respondent interview, with written questions and an oral discussion, to allow for more input based upon respondents need.

Given the task of isolating ample questions to produce a baseline report on the conditions of our four (4) program areas, a survey instrument was created. In addition to the goals of obtaining baseline data on the conditions of the Black community with respect to the areas establishing priority concerns and program directions, other issue areas were a factor in the final questionnaire construction.

The survey was designed to draw respondents into the question area from the broad to the specific with built-in cross checking devices to derive the best possible representation of true community concerns and the prioritizing of those concerns.

DEMOGRAPHIC PROFILE

The State of Black Cincinnati respondents were invited from each of the forty-four (44) statistical neighborhoods and twenty (20) of the outlying areas that encompass the Standard Metropolitan Statistical Areas (SMSA). The Black population makes up twenty-five percent (25%) of the city's 1970 Census Chart. Today, the Black population has increased to over thirty-five percent (35%) of the total residency of the Cincinnati Area. During this decade of population growth, our study indicated that Blacks have made marked progress in the areas of higher education, improved health and related services, upper occupational levels and greater income ranges. The demographic profile of Black Cincinnatians indicates better community and economic development, as well as other accomplishments (see appendix - Demographic Profile). These areas of growth suggest that in the achievement of change there is the creation of a new existing balance, a movement toward a new era and the hope of a new life.

While a decade of population growth and change is encouraging, the harsh truth remains, as our study will document, that the majority of Blacks have not seen their status change for the better. Many of their lives are still lived out in despair and deprivation.

KEY ISSUES & CONCERNS

On the following pages we will be sharing with you some of the insights, perceptions and attitudes of the Black community as well as a hint of future trend analysis with the recommendations of the Urban League staff.

The concerns voiced within these pages will provide planners with the materials to develop comprehensive processes for shared decision making in the Cincinnati Area.

Education

The concerns expressed provided the Education division with a vision into the diverse needs and problems of parents who strongly believe in their roles as advocates for their children. Our topics include: Desegregation and School Closings.

Health & Community Services

The networking of all social service/health care agencies to provide action oriented advocacy and local leadership, could successfully impact on the concerns expressed by our respondents. Quality, affordable health care and health related services remain as issues. The manifestations of mental unhealthiness through familial abuse, stress and apathy continue to plague inner city communities; and welfare, social security, services to the elderly, youth health services, public hospitals and community health clinics rounded out the major issues and concerns voiced by the survey respondents.

Community Organization/Community Relations

The concerns expressed by our respondents give us a clear picture of many of the problems at the neighborhood level. Without facts we often hear emotional responses. The areas of Police Relations, Community Councils, Neighborhood Government, Housing Discrimination and Displacement are all areas that we are vitally interested in. This basic information along with our continuing research will provide a more factual base to assist communities and agencies in program planning.

Economic Development & Employment

The E D & E Department is becoming increasingly concerned about the unemployment rate in the Black community. Among Black youth it has reached almost epidemic proportions.

The major concerns expressed by our respondents were:

- Little or no enforcement of the Affirmative Action Plans;
- The widening of the income gap between Blacks and Whites;
- Lack of motivation and continuing discrimination practices discourages our youth from competing in the job market; and,
- The Federal Government should concentrate on developing more jobs in the private sector.

Unless these issues are addressed, the employment rate that devastated the Black community during the 1970's will still exist in the 1980's.

EDUCATION

Education has been etching a place for itself in both political and social arenas for the past two decades. This trend will not only continue but intensify in the 1980's.

The way in which educational decisions have been made in the past have, as their base, broad spectrums of financial and demographic patterns which culminate into public policy. This model has transcended from federal models to state, and from state to city. As a result, the manifestations of these norms have created disenchantment, mistrust and a diminishing respect for the value of education. Not only are we in the throes of massive parental detachment from the public educational system, but also we are observing an increase in the flight of the middle class from the large cities to the suburbs. This, in of itself, exemplifies the increased negative attitude of the middle class towards urban public schools.

The survey, State of Black Cincinnati, is indicative of such trends and is suggestive of a critical need for the modification of the current methodology in order that the decision making processes for Local Boards of Education in the Greater Cincinnati Area may connect with the perceptions and needs of Black citizens.

These next pages will address and assess the issues of accountability, implications of the current system of school finance and local allocation of dollars and desegregation. It is important to note that sixty-five percent (65%) of our sample were parents. Of that sixty-five percent, thirty-five percent (35%) had children in area schools.

The first series of questions were general in nature. They were designed to impart problem identification and potential ways and means towards their resolution.

Education is a major concern for 17.3% of all the neighborhoods surveyed. In response to the question, "What do you feel is the major educational concern of the Black community?", the responses were:

Percent (%)	
32.9	Need for quality, efficient, basic education
6.9	Well paid quality teachers,
5.2	Equality of Schools "segregation",
4.2	Apathy, teachers, administrators, parents,
3.5	Motivation of students,
2.1	Under education,
2.1	Learning ability,
1.7	Adequacy of facilities,
1.7	Neighborhood schools,
1.4	Communications,
1.1	School closings,
.7	School finance,
.7	Vocational education,
.7	Input into process,
.3	Education for Black women,
.3	Proper clothing, and
34.5	Don't know/No response

In response to the question, "What should be done to improve the problems in education?", the response was:

Percent (%)	
16.7	Black community involvement,
7.9	Better educational resources,
7.6	Vote in a more responsive Board of Education,
4.3	Selective teacher recruitment, more Black teachers, better pay,
3.3	Show more concern, encourage students,
3.1	More training of teachers to work with minorities,
1.9	Reorganize curriculum to include needs of Black students,
1.9	Evaluation of students and remediation,
1.9	Provide tutoring,

Percent (%)	
1.9	Better and increased counseling,
1.4	Testing for promotion,
1.3	Closer working relationships with business community,
1.2	Equalize allocations to schools, and
45.6	Don't know/No response

Accountability & Citizen Involvement

In response to the question concerning the major obstacles confronting Black citizens and preventing adequate input into the decision making process, we received these responses:

Percent (%)	
13.1	Timing of Board meetings,
8.9	System not responsive to Black community,
3.8	Lack of understanding,
3.6	Lack of information,
6.9	Apathy, and
63.7	Don't know/No response

Since early 1970, accountability has become one of the most discussed topics in education. Its' complexity permeates throughout the educational process. Accountability, by definition, is the extent to which an individual or institution is willing and able to stand behind its' work or its' product and to correct a demonstrated or perceived fault. In public education it refers to the commitment of teachers, administrators, and board members to being responsible for their performance and answerable for the results of their institutional programs. Unfortunately, accountability is not perceived as a major commitment of the public school systems. Historically, the burden of proof has fallen upon Black parents as they continue to question the degree of effectiveness in performance and the quality of educational offerings.

In our discussion sessions, those questions that related to the issue of accountability with the focus on the student - teacher and parent relationships revealed that parents with children in the public school system want some measurement of proof of the effectiveness of a teacher's approach to the curriculum. It is felt that this approach should be evaluated with a direct correlation between the child's educational experiences and the child's readiness to progress successfully, and ultimately, to be able to compete scholastically upon the completion of a minimum number of years in school. As many social expectations are conveyed through the teacher consciously or unconsciously, his or her role to the child in the classroom is critical. Many of our respondents feel that there are many teachers in the public school system that may not be equipped with the necessary skills to nurture the development of Black children. Parents want to be recognized as educators. They also recognize the importance of good parent-teacher relationships. The first step in this development is parental involvement. Of those participants who have children in the public school system, over forty percent (40%) feel that the two major obstacles for parental involvement for the Black community are the timing of both parent-teacher conferences and board of education meetings and a general lack of commitment to education. Over sixty percent (60%) of our parents feel that the lack of involvement of Black parents is negatively affecting the quality of education and is harming the emotional welfare of the students. Our respondents believe that the responsibility for a child's education is a shared one between the family and the teacher. It is only through improved working relationships between the teachers and the parents that the continuity and trust that is necessary for learning will occur.

Employment opportunities become available only after educational experiences have brought forth the mastery of developmental skills to enable one to realistically compete for options. It is for that reason that another aspect of accountability examines the correlation that exists between the system and the product and the needs of the business community.

Personnel Officers of both large and small businesses across the country have become increasingly alarmed at the apparent lack of basic skills possessed by young job applicants. This generated an overwhelming problem for businesses as their training role is designed to equip new employees with specific job related skills. It is reported that many job seeking youth would have a hard time passing a basic functional literacy test. In Cincinnati, several potential employers are currently reaching outside our area labor force for almost seventy-five percent (75%) of their new employees. For young, Black adults, this is alarming as their employment statistics are already one-third that of Whites.

Out of this literacy crisis emerged the concept of Competency Based Education. When asked if they supported the Cincinnati Competency Based Program, sixty-nine percent (69%) of our parents feel positive for the following reasons:

1. C.B.E. builds child's learning ability;
2. C.B.E. keeps a check on teachers and students;
3. Gives more value to the diploma;
4. Those that graduate with the diploma will know the basics;
5. If unbiased, could make schools more accountable to students;
6. Helps to evaluate the students strengths and weaknesses; and
7. It is definitely needed now.

The twenty-nine percent (29%) of the respondents who disfavored the Competency Based Program cited these reasons:

1. Program is not responsive to the needs of Black students in education.
2. There is no way to make the administrators more accountable.
3. The results will disproportionally affect Blacks and the poorly educated.
4. A child should be permitted to progress at his own level.
5. There is no plan that seems to exist to assist the child who is determined to be behind.

When asked if they perceived the test being given and structured equally, twenty-five percent (25%) indicated <u>yes</u>. The twenty-seven percent (27%) who saw problems, cited these concerns:

1. Questions surrounding the validity, content and construction of the test;
2. Test bias, in general;
3. Racial bias;
4. Suspicion of the test being used to fail Black students;
5. Bias in interpretation of results;
6. Profit on the weaknesses of the child;
7. Differentiates class (peers) far too much;
8. Schools teach at different rates;
9. Fear of inadequate curriculum;
10. Will create additional stress and anxiety for Black Children; and
11. Will serve to further handicap disadvantaged children.

From these responses as well as the responses reflected in the general question on educational concerns of the Black community, it is clear that an effective public relations program needs to be established and operating in the schools. Parents need to know about what is taking place regarding C.B.E. and other program efforts that are being made to address the aforementioned concerns.

School Finance

"I think that despite the kind of falsely comforting image we have as a child-loving nation, I doubt we are. It's not in our literature. It's not in what happens in schools or what happens with parents and children..... I don't think we ever loved children. And now, we dislike them even more because they're so damned expensive".

Nat Hentoff, Staff
Writer Village Voice
New York City

School Finance is top listed as being major for eighty percent (80%) of our survey respondents. Although there are monies targeted towards minority youth, seventy-five percent (75%) of our parents feel their children do not benefit directly from the increased spending. They do not feel it is adequate for strong program development. When our participants were asked, "Do you feel that there is enough citizen participation in the decision making process

for local allocation of dollars?", our participants responded:

Percent (%)	
5.7	Yes
56.0	No
38.3	Don't know/No response

When asked, "What school finance issue would you raise in your community council?", our participants responded:

Percent (%)	
6.7	Allocation of resources - (How decisions are made):
4.7	Method of finance;
3.3	Improved neighborhood schools;
3.1	Better wages for better teachers;
3.0	More monies for learning disabilities and Special Education Programs; and
2.0	Cost Analysis - Curriculum expense vs. making a living after graduation.

From the discussion sessions, it is again clear that our respondents are more interested in qualified teachers and a sound, basic curriculum. Thirty-five percent (35%) of our parents are greatly concerned that the current financial crisis will force the district to further cut the number of teachers in the predominately Black schools. Furthermore, it is felt that the quality of the teacher that remains will be reduced in proportion to the reduction of monies available for salaries.

Another aspect of school finance that was felt by our participants was the way in which monies are allocated by the Boards of Education. The ways and means by which allocation decisions are made at the local level are made exclusive of sufficient Black representation. Our respondents feel that the current methodology is inadequate. Black parents want a more localized form of recommendations in the decision making process. Over ninety percent (90%) of the parents feel that the process needs to be a shared one with the input of

community, parents and students. The process used for the development of the Citizens Task Force was a more stable process than has been used in past decision making. The only major addition would be a more widespread attempt at current information sharing from the boards of education. Parents want to be informed so that they may contribute to the process.

Not only in Cincinnati, but also in the State of Ohio and across the country, school finance has become ar overwhelming crisis. There exists a growing tendency towards disinvestment in public education, a trend that has had linkages through a variety of occurances at the federal, state and local levels over the past several years. There exist, as examples, not only federal and state initiatives which subsidize private schools but also an increased inability of local districts to pass bond levies. The failure of states to devote adequate portions of budgets to property tax relief and the general inadequacies of state education finance reforms have resulted in public frustration with rising tax burdens and a lack of improvement in the level and quality of education. As levies are defeated and incentives for private school enrollment multiply, public education is rapidly losing its status as a national priority.

Most dramatically effected by the state of financial crisis is the large urban public school system. In 1978, over one-hundred (100) of Ohio's six-hundred sixteen (616) school districts faced closure possibilities with Cleveland needing an additional forty (40) million dollars. The majority of Ohio's Black youth attend school in these districts.

Most Black children do not have the luxury of alternatives to the Public School system. There must remain some advocacy for the children. Cincinnati was forced to close her doors from the lack of financial support in the fall of 1979. At the end of the 1979-80 school year, if there is no money coming into the district, our special reading programs will be dropped. Those two-hundred (200) children making headway in the eight (8) reading intervention programs and three (3) reading centers will be returned to their regular classrooms.

In looking over the onslaught of data being generated on school finance, one realistically comes to the conclusion that equal education opportunity is being denied Ohio school children because resources are unequally distributed. Examples of such inadequacies are:

1. Some districts remain open while others are forced to close.
2. Some districts have an average student/teacher ratio of one to 18.1, while others struggle to meet state mandates, or
3. Some children receive special services such as counseling or remediation programs while others have very little, if any, such programs. The list goes on.....

State resource allocation appears not to be based on student and district need, but rather legislative whim. The needs of the urban district remain unmet.

School Closing

The problems surrounding school closings continue to be the most controversial and emotionally charged issue in the City of Cincinnati. In order to better understand the feeling tone of the Black community, we raised the following questions: "What effect would a school closing have in your neighborhood?"

Percent (%)	
8.7	Would disrupt the neighborhood in many ways;
8.3	Would affect the psychological make-up between parents and children;
6.1	Would affect housing patterns;
5.6	Would be damaging to the children;
5.4	General havoc;
4.2	Parents would have even less power away from the neighborhood school;
3.1	Alert some parents/No more baby-sitting;
2.1	Will have to seek private school alternatives;
1.2	Adversely affect business and growth;

.4	Better all around; and
54.9 *	Not applicable/No response.

Who should have the power to make school closing decisions?

Percent (%)	
20.0	Communities/Parents;
9.5	Board of Education with parent recommendation;
2.7	P.T.A.;
1.9	Students;
1.9	Community, Board and Government;
1.8	Government;
62.1 *	Don't know/No response.

What should be the criteria for closing schools?

Percent (%)	
6.8	Needs of community;
4.7	Population;
4.0	Funding;
3.6	Age of building;
2.0	Quality of service;
1.6	Management/Operation; and
77.2 *	Don't know/No response.

It is evident from the statistics that many Black citizens are left out of the information dissemination process. This factor, by itself, could be one of the major causes of disenchantment and mistrust of the current decision making process of Boards of Education as mentioned in the introduction.

(*) It is important to note that thirty-five percent (35%) of the total respondents have children in area schools.

Desegregation

There exist few issues that have been analyzed, discussed and victimized by the political process as much as the issue of desegregation. It was the Supreme Court, in its 1954 Brown

decision that started the process of desegregating the Nation's public schools. It has been the legal and political processes that have kept desegregation in the spotlight for over twenty-six (26) years.

When confronted with the question, "How will a desegregation ruling affect your child?" our respondents indicated:

Percent (%)	
9.0	Not at all/little;
3.6	will mean the closing of his/her school;
4.0	Increase the busing of Black children;
2.0	Will improve the quality of education and facilities;
2.4	Will be a problem - Whites won't go into Black schools;
.4	More Black/White interaction;
.4	Parental interference/Block progress;
63.8 *	Don't know/No response.

In further questioning on: "How will desegregation efforts help your child?" participants responded:

Percent (%)	
14.6	Would not solve anything;
7.8	Early exposure to "majority" competition;
6.8	A great deal, better education;
1.3	Busing to another neighborhood;
.3	Build self-esteem;
.3	Neighborhood school development;
.3	Exposure to other Black children; and
69.5 *	Don't know/No response.

When asked, "What is the greatest fear you have about school desegregation in your community?", our constituency replied:

Percent (%)	
16.6	None;
15.1	Unwarranted violence and serious discipline problem;
8.7	Reduce the quality of education for Black children, as the emphasis would be on desegregation not education;
6.5	Busing;
2.2	Lack of adequate planning;
1.9	White resistance;
1.3	Loss of neighborhood identity/Black identity;
1.4	School closing/double standards; and
48.3	Don't know/No response.

(*) Again, it is important to note that thirty-five percent (35%) of our respondents have children in area schools.

Although the issue of desegregation has been one of the most discussed and publicized issues in education in the Cincinnati Area, we as a community are still faced with unresolved issues. Although it is not a consolation, Cincinnati is not alone in her struggles. Most large Urban School Systems seem to have insurmountable problems in providing "equal educational opportunities for Black students". In one-hundred (100) of our nation's largest cities, which enroll over half of the Black student population, 78.8% of Black pupils attend predominately minority schools. While this percentage declines on an average of 2.5% per year, it indicates that the pattern in large cities continues to be one of racial isolation.

In the State of Ohio, state law has mandated an intergrated public school system since February 22, 1887. The statute was upheld in 1888 by the Supreme Court of Ohio. The court stated, "...seperate schools for colored children have been abolished and no regulation can be made.... that does not apply to all children irrespective of race or color". Despite that which has taken place legislatively, five (5) of Ohio's larger urban districts have been involved in suits.

Those cities being; Dayton, Cleveland, Youngstown, Columbus and Cincinnati.

It was on May 29, 1974, that the attorneys of the N.A.A.C.P. filed suit against the Cincinnati Board of Education. Since that time, the case involves not only Cincinnati, but also twenty (20) suburban school districts in Hamilton County. As in other cities with pending cases, there have been public forums, discussions and debates on what will ultimately be the decision of the courts. Although we cannot decide whether a court-order for desegregation will take place, we can decide how it will take place. This will call upon the expertise and networking of all social service agencies, Chruches, Civic Associations, Block Clubs, Police, etc... We will agree, as with the survey respondents, that the safety of the children comes first and with that the safety of the community and preservation if not improvement of educational standards.

Recommendations

As was mentioned in the introduction, we have developed unproductive patterns of relating the system of education to the benefactors of the services of the system. The change that needs to take place at the National level is a slow and tedious process. We, in Cincinnati, do; however; have the resources and expertise to effect change at the local level. Our priorities and strategies must be real, not symbolic. The ownership for these strategies must be a shared one with Boards of Education, Social Service Agencies, City Councils, Churches, Businesses, Police and all others, whose well being depends upon an effective and safe system.

We, therefore, recommend:

1. The design of programs and strategies which recognize the role of the families as educators.
2. The building of responsible working relationships with those persons responsible for the printed media.
3. The assurance that a competent information dissemination process takes place uniformly across the city.

4. The design of strategies which support local communication and coordination between schools, the business community and federal initiatives.
5. The continuation of the monitoring and reassessment process of the "back to basics" movement.
6. The development and/or supportive efforts made towards the relationship emergence between the City and the Board of Education.
7. Above all, any planning for educational change or modification must have room in the process for parental and community input.

COMMUNITY ORGANIZATION/COMMUNITY RELATIONS

With the increasing recognition of community councils and other neighborhood based organizations, and the important role they are sometimes called upon to assume in the decision making process, we feel it is important to take some of the concerns that we encountered in our daily contacts and attempt to get a reading on those concerns various groups might wish to address.

Frequently in our community contacts we often hear discussions concerning such topics as:

Housing Discrimination, Displacement, Community Council Effectiveness, Neighborhood Government, Police relations, etc.....

Naturally, the communities' concern is our concern and rather than deal with isolated cases we want some indication as to just how widespread and factual these perceptions are. The thinking being that it will give various community groups a sound base from which to operate and aid them as well as the Urban League and other agencies in program planning.

Community Councils

The uniqueness that Cincinnati has over many other cities is the togetherness of community involvement and the strong leadership of the community council movement. Cincinnati is also underway in forming an even stronger relationship for a coalition of councils.

Several questions were asked of respondents to ascertain their relationship and the effectiveness of their community council and problems that exist.

1. Are you an active "Community Council" member?
2. Are you a member of any neighborhood based organization?
3. What problem do you feel exists in your Community Council?
4. What is the greatest contribution of the community council to the neighborhood?
5. Do you have an interest in getting involved in your community council?

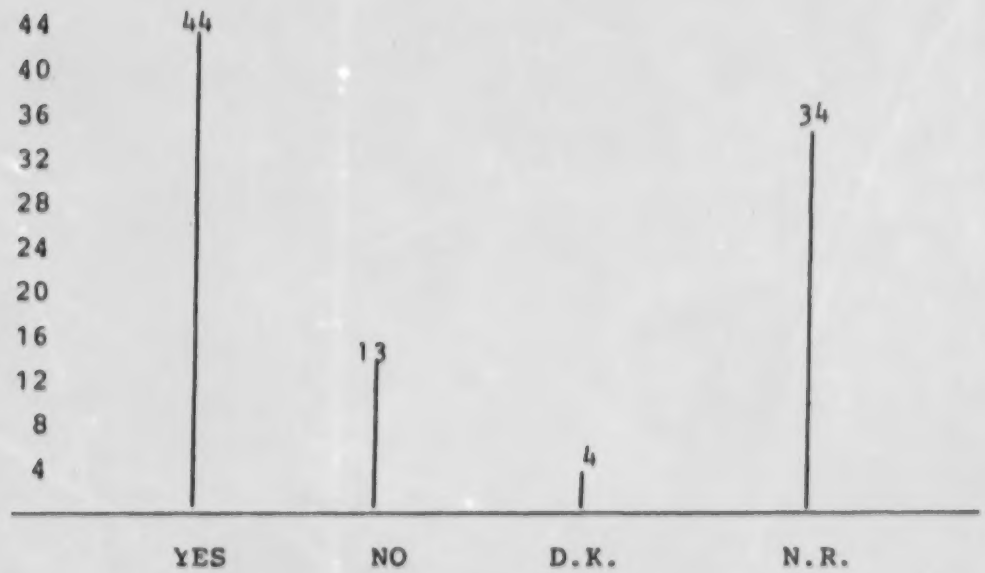
The following responses given are some of the ways in which respondents feel a community council can contribute to the neighborhood. They are:

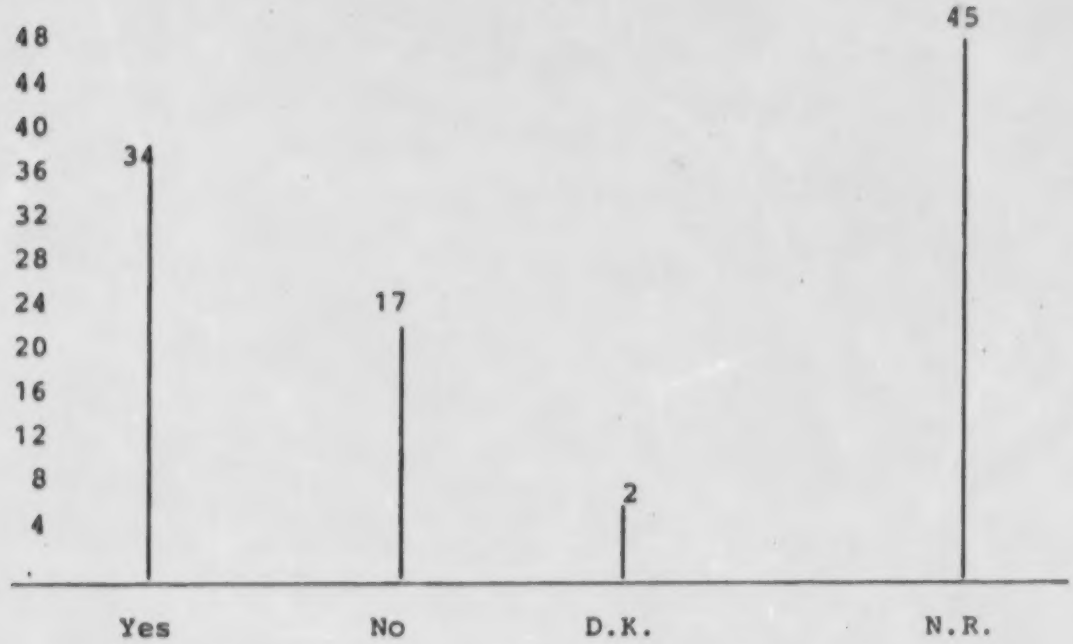
1. Information distribution;
2. Recreation;
3. Neighborhood improvements;
4. Dealing with City Hall
5. Community booster; and
6. Established place for comments and complaints.

Neighborhood Government

Nationally, there has been considerable discussion regarding neighborhood government from the election of city council members to the control and disbursement of funds, etc. Sound arguments have been both pro and con. At one time there was discussion regarding the potential establishment of a "mini city hall" in each neighborhood and/or a community ombudsman position. Our respondents were asked their opinion on local community control.

SHOULD GOVERNMENT BECOME MORE DECENTRALIZED AT THE LOCAL LEVEL?





In responding to question #1, twenty-five percent (25%) indicated that they are a member of their community council and 34.2% stated (see above chart, question #5) that while not presently a member of their council they are interested in getting involved. In question #2, sixty-three percent (63%) of the respondents were not a member of any neighborhood based organization; and to question #3 a large segment (61.7%) did not respond to what problems existed in their community councils. Question #4 indicated that over half (54.7%) did not respond to what contribution the community council could make to a neighborhood.

The significant number of people not responding indicated either a lack of interest and/or lack of adequate knowledge of what is taking place in the community council or the community in general. Perhaps apathy would sum up the overall feeling.

Twenty-five percent (25%) of our respondents participating in community council activities may be considered good in some cases. The low percentage is an indication that more can be done by community groups to reach and inform the balance of the community about their council activities, and the importance council could provide for neighborhood improvements.

Forty-four percent (44%) of our respondents felt that it should be locally controlled and in response to the question: "Should neighborhoods have greater input and control over spending of federal monies than they presently have?" An overwhelming majority, (75.5%) felt that they should control their own planning, spending in their community development. An equal majority (75.8%) also stated that under this system, Blacks would receive more benefits. When asked, "Do you feel your neighborhood has received fair treatment of its problems from city government?" Only 14.6% answered yes.

In answer to the question, "Do you feel that the Community Development Program is successful at helping the Black community or low income neighborhoods?" The respondents' answers were:

a.	Yes	23 %
b.	No	29 %
c.	Don't Know	24.4 %
d.	No Response	22.5 %

In summary, it seems that respondents would like to have more input into the various decision making processes regarding those areas of concern that affect the well-being of their respective communities, especially in the allocation of funds. The present method allows for an at-large Community Development Advisory Board to make recommendations on the use of Community Development Funds to communities.

Police Community Relations

Blacks comprise approximately thirty-five percent (35%) of the city's population and yet only sixty-nine (69) of the city's nine-hundred thirty-five (935) police officers are Black. There are only three (3) Black Policemen with rank. The survey was conducted during a period when Police/Community Relationships were critical, particularly along racial lines due to recent police and citizen shootings and deaths. There were demonstrations and counter demonstrations. The media reported alleged assaults by police on the President of the NAACP, a Black Legal Aid Investigator and a Black Newspaper

Photographer had his camera smashed by police. Those current events prompted us to ask our survey respondents to compare police/community relationships with relationships of previous years. Approximately two-thirds (66.7%) of our respondents felt that police/community relationships have regressed. In answer to the question,

WHAT HAS CAUSED THE PRESENT POLICE COMMUNITY RELATIONS TO BE AS THEY ARE TODAY? OUR RESPONDENTS STATED:

29.2%	Racial polarization (prejudice) caused by social and economic state of Cincinnati;
17.5%	Unqualified police in neighborhoods where they are not respective and/or concerned;
13.3%	Lack of communication between community and police;
7.4%	Lack of Black police;
1.3%	Lack of money/employment;
1.3%	Criminal Justice System;
1.3%	Fear;
10.0%	Killing of Police; and
19.0%	No Black planning in decision making process.

When asked, "What should be done to address the needs of the community for better police relations?" Their answer was:

1. Correct racial prejudice in the police department;
2. Hold sensitivity training sessions in understanding the Black community;
3. An investigative unit into police misconduct;
4. Promotion of Black policemen; and
5. Increase of Black policemen.

Housing

Discrimination: Vernon Jordan, President of the National Urban League, stated that "housing segregation is so widespread that "apartheid" is not too strong a term to describe it". In a recent

national study of forty (40) cities, commissioned by the Department of Housing and Urban Development, Cincinnati was described as having the nation's highest rate of housing discrimination.

In response to the question, "Do you feel discrimination in housing is still a prevalent problem?" 86.2% of our respondents answered yes. When asked, "Have you ever had a problem with housing discrimination?" 30.9% stated that they had. Yet when asked, "Have you ever had a problem seeking mortgage money or getting a loan?" 73.3% indicated no. Additionally, when asked, "Do you feel discrimination in housing is still a problem for single Black women?" 51.6% of the respondents answered yes. In response to the question, "Have you ever sought help from a housing agency?" 70.3% responded no. It is important to note that 56.8% of our respondents were home owners.

Two reasons advanced as to why our respondents had not felt much personal discrimination:

1. Our respondents sought housing in traditional Black areas; or
2. As one housing agency has pointed out, "many people are discriminated against without being aware because of the subtle methods employed".

Displacement

Displacement refers to suburban residents moving back to the inner city with a resultant loss of homes or apartments to Blacks and low income people who when forced to move often have to pay much more for housing accommodations. This has been a much discussed issue both locally and nationally. It is important to note that there is a difference between displacement to home owners and renters. One is voluntary and the other is not.

When asked, "In what way is White migration to inner city affecting minority housing?" 30.7% of the respondents answered: "creating displacement, which destroys Black unity," and over thirty-six percent (36%) of the respondents felt that their neighborhood had experienced an increase in property values.

When asked, "Are Black inner city home owners getting a fair price for their property?" Forty-eight percent (48%) answered no. Approximately forty percent (40%) felt that urban revitalization was taking place in their neighborhood.

Attitudes: When asked, "What is your closest opinion about what you would do if someone who is not of your race moved next door to you?"

a.	I would feel comfortable and friendly;	36.5%
b.	I would personally welcome them;	36.5%
c.	I would be curious but comfortable; and	8.7%
d.	I don't know	4.1%

Seventy-three percent (73%) of our respondents say they would feel comfortable and friendly and would welcome someone of another race if they moved next door. When asked where Blacks would prefer to live, 45.7% responded "where the community is mixed but a good share of Blacks do live". 10.7% stated they would prefer living in a Black community.

DO YOU PRESENTLY LIVE IN A NEIGHBORHOOD WHICH IS....?

a.	All Black	23.9%
b.	More than 95% White	13.3%
c.	50% Black 50% White	17.1%
d.	Over 50% Black but includes a large proportion of Whites	35.3%
e.	Don't know	5.3%
f.	No response	5.1%

A breakdown of the following two questions and some of the answers are shown below. They clearly indicate the extent to which Blacks would accept someone of another race as a neighbor.

GIVEN A CHOICE, DO YOU FEEL MOST BLACKS WOULD PREFER TO LIVE.....?

a.	Where community is mixed	45.7%
b.	Don't care	19.0%
c.	In Black community	10.7%

d.	With few Blacks	4.0 %
e.	In White neighborhood	1.8 %

SUMMARY:

There appears to be a willingness on the part of the city's selected officials and the administration to work with the community councils. Our experience however, indicated that many of the councils have to do much more to strengthen themselves and their community.

For years we have heard many groups say that they would like to "do their own thing", etc... Perhaps much more can be done to give communities a stronger voice and input into the various decision making processes especially on the allocation or the distribution of funds for neighborhood development. One good example would be the holding of city council meetings in respective communities at night and designating a portion of the meeting for community input. Another example would be that council members could spend more time visiting the respective community council meetings other than at election time.

The police department in Cincinnati needs to continue and to expand their affirmative action programs in the police department. They also need more programs to build better community relations before another crisis occurs. Our respondents seem to feel that showing slides on crime prevention is not sufficient. Sensitivity training sessions could help the problems. As advocates for our constituents, the Urban League would like to see the full weight of the city brought to bear upon the various institutions of racism affecting discrimination in housing. True, some progress has been made, but there remains more to be done in the changing of attitudinal behavior. While there is no organized effort towards resolving displacement issues, the city still needs to do shared planning with the various communities to allay the fears that exist.

The fact that certain perceptions exist indicates that much work remains to be done so that all can say, on an equal basis, that the

"State of Black Cincinnati" is truly beautiful. To that end the Department of Housing and Community Organization would like to work with the various community councils and the city to bring about a "beautiful" reality.

HEALTH & COMMUNITY SERVICES

Health and Social Welfare Services programs, dealing primarily as they do with the most vulnerable members of our society -- the poor, the young, the aged and the handicapped -- have a special importance for Black Americans since a disproportionate percentage of them are participants in these services. Black Americans are major recipients of these federally funded programs because they are disproportionately represented among the ranks of the economically and socially debilitated, the two groups social services have traditionally been designed to help; and social services are increasingly viewed by Americans - Black Cincinnatians included - as necessary public strategies for resolving the continuing problems of economic dependency and family stability.

Blacks suffer from hypertension, heart and lung disease and other physical and mental disorders directly traceable not only to the social and economic environment in which they live, but also to the physical. Black cancer rates, for example, are rising faster than those for Whites. For some cancers, Black rates are fifty percent (50%) more than for Whites. It is no accident that Black cancer rates continue to escalate as Blacks perform the dirtiest jobs in our society and are locked into the most polluted neighborhoods. Cincinnati is no exception.

The poor health picture in Black communities is adversely impacted by our current "depression tendencies" based on a number of reputable studies which demonstrate that the rate of unemployment, adverse changes in per capita income and the spiraling annual rate of inflation have the most negative effects on levels of health.

Health should connote not only the absence of disease, but more importantly the presence of physical, mental and social well-being. And although comparative health statistics show a tragically high disease rate among Black Americans and other minority citizens, we must continue to work to eliminate the root cause of inequity, including better health for those caught in chronic poverty. And though factors as income, housing, education and nutrition influence health; the need begins with the health of our children

and is a lifetime commitment.

Our survey questions on health and social welfare services in Cincinnati are an examination and an interpretation of the various indices that describe the status of health care and health itself in Black Cincinnati. The concerns voiced here are the attitudes, opinions and perceptions - fact or fiction but no less valid - of the participating survey respondents. They examine the linkages between health and the economic and social status of Blacks. They examine the implications of rising health costs for Blacks as well as the health survey systems that are, and are not, responsive to the needs of Blacks.

Profile of Personal Health Concerns of Black Cincinnatians

The initial survey questions were on personal health concerns, and allowed Black Cincinnatians to describe and rate their own physical health condition, as well as the health of other family members. In addition, the respondents commented on what they felt were other needed family health related services. In response to our question, ..."How do you rate your present health condition", sixty-five percent (65%) of those polled felt their health to be in excellent or very good condition, while nineteen percent (19%) said "well" and twelve percent (12%) felt their health to be "not so well" or "poor" Whereas a majority of respondents felt in good health, nearly four out of ten (4 out of 10) indicated that they have a health problem which requires medical care. Those problems most mentioned included high blood pressure/hypertension, heart, other internal organs, vision, arthritis, asthma, diabetes, and skin and limb disorders.

	Rank	Total # Responded	% of Respondents
Hypertension; Blood Pressure	1	30	11.1
Other Internal Complications	2	23	8.5
Heart Condition	3	10	3.7
Back	4	9	3.3
Arthritis	5	8	2.9

	Rank	Total # Responded	% of Respondents
E.N.T. (Asthma, Allergies, Sinus)	6	7	2.6
Vision	6	7	2.6
Sugar Diabetes	7	6	2.2
Skin Conditions	8	4	1.4
Limb Injuries	8	4	1.4
Dental	9	3	1.1
Obesity	10	1	1.1
Nerves	11	1	1.1
N/A	12	108	1.1
Don't Know/Refused	0	58	21.5

Heart disease, arthritis, mental disease, high blood pressure and orthopedic impairments are all more common among the poor. Among the least recalled disorders were teeth, weight and nervous conditions and stress. Although nervous conditions and mental stress problems closed the field of personal health concerns, family and personal problem counseling led the field of services most requested for family members and/or self when specific types of problems were addressed. Other family health related services that 8.2% of our respondents felt they needed were handicapped, rehabilitation, therapy and training services. Home nursing or other home health care was felt to be needed by 7.1% of the respondents with other health related services being needed by only 3.2%.

How do these needs manifest themselves in usage of medical services available to our survey respondents at Public Hospitals and Community Health Clinics?

The View In Cincinnati - Public Hospitals and Community Health Clinics

Blacks tend to use outpatient hospital departments almost twice as much as Whites and, despite expansion of public support for health care, many Black persons still have no regular source of care.

Our survey has supported this statement. Forty-eight percent (48%) of our respondents' population avails itself of public hospitals. But feelings about the hospital services and personnel varied widely. One of the greatest complaints voiced throughout the public hospital usage section related to the Emergency Room; fifty-one percent (51%) of the population cites emergency room procedures as slow. To many, emergency rooms appear disorganized, and the long waiting periods, partially caused by people using public hospitals as their primary health care facility, add to community disgruntlement. One positive note is that the same fifty-one percent (51%) who complained about slow emergency room procedures also felt the services were helpful. Only nineteen percent (19%) felt the emergency room procedures were not only too slow but also not very helpful at all. We want to also note that 7.7% of the survey population felt that hospital staff is sensitive, prompt, helpful and kind but seven percent (7%) felt none of these.

Analysis of this data leads us to several points to be considered:

A. The majority of our survey respondents (52%) did not state that they use a public hospital as their primary care facility. - This can be explained by change in economic status and/or increased usage of community health clinics and use of a private physician.

B. However, for those using public hospitals, their "good feelings" about public hospitals could also be explained in the prevalent feeling and attitude of acceptance of things that cannot or will not be changed (in their viewpoint) as they see it - "don't bite the hand that feeds (or takes care of) you".

We often find that people adjust to institutions rather than institutions adjusting to the needs of people they serve.

Community Health Clinics

Community Health Clinics, on the other hand, seem to be getting unanimous support from the Black communities. Forty-six percent (46%) of our respondents currently use or have in the past used

community health clinics. Eighty-two percent (82%) of the respondents were in favor of community health clinics. And a considerable number, (45.9%) of the 82% of respondents, have used the Community Health Clinic's services. This is in spite of the fact that Community Health Clinics are perceived by the average Cincinnatians to have a negative media image - (citing the recent press re: the dispute between West End Health Clinic and the Health Department). This same media image and/or other exposures have made 11.5% of Blacks in Greater Cincinnati feel hesitant, and to state that they are unsure if they favor maintaining or increasing the Community Health Clinic.

Thirty-eight percent (38%) of our survey population said there was not a Community Health Clinic available in their neighborhood; and of that thirty-eight percent (38%), one-third were in favor of and would support the establishment of a center in their community.

Medical services for minorities and poor people are greatly diminished "with urban blight and middle class flight" - Community Health Clinics attempt to fill the gap left by the departure of the neighborhood physician and medical facilities, and the decrease in funds for emergency room care for ambulatory patients.

Again, the success of most neighborhood health centers has been because of the advantages they offer to the medical personnel but more importantly, to the community:

- Physicians practice within the patient's neighborhood, therefore, they can be more knowledgeable about the community and its problems.
- Patients can often get to the facility without requiring transportation.
- Fragmentation of health services is eliminated and family members can have many of their health care needs met at one location.
- Medical services are made available at an affordable rate or at no cost for those who would otherwise not seek medical services or advice.

- Residents are encouraged to seek medical services before a condition becomes too serious, and;
- Continuity of health care is encouraged.

Neighborhood health centers are attempting to improve the health of the communities in which they operate today by encouraging emphasis of preventive medicine.

The Urban League of Greater Cincinnati believes in the concept of Community Health Clinics and preventive medicine and urges the continued financial and political support of these needed centers.

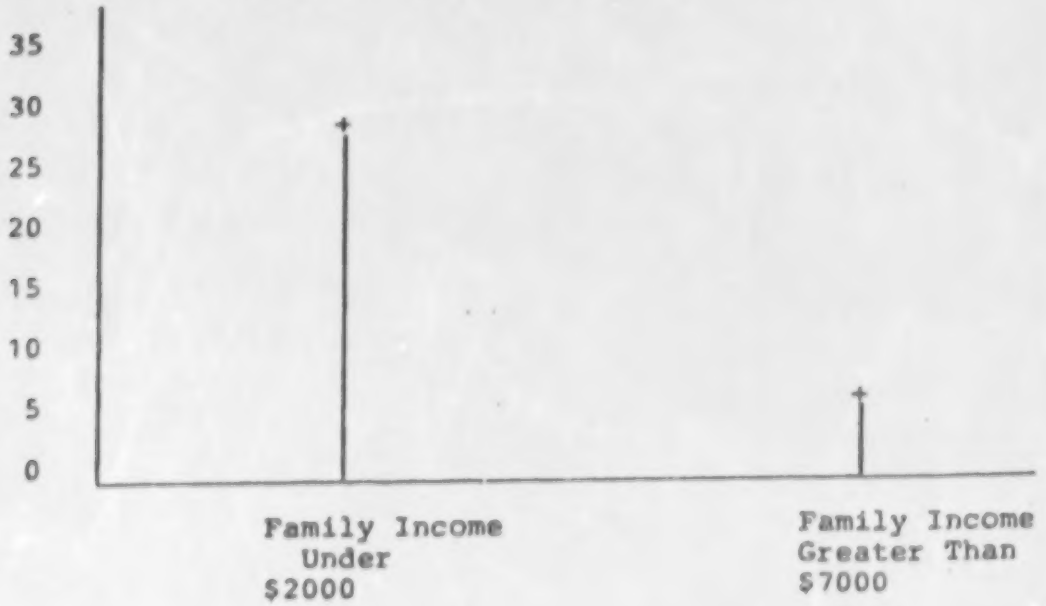
Stress and Mental Health

How do mental health concerns manifest themselves in Black families? We have seen that health care for minorities has not been a major priority for this country. Mental health for minorities has received even less attention.

The mental health needs of minority people must be examined in the context of the social, economic, educational and environmental conditions of America's poor; for the conditions of racism and social class in our society have had, and as they continue to have tremendous impact on the mental health functioning of minorities.

See Page 44 for National
Overview of Occurance Chart

National Overview of Occurrence of Mental Stress and Nervous Conditions per 1000 Families.



Statistics show that mental stress and nervous conditions, occur in 24.4 per 1000 of those families with a family annual income under $2000 as contrasted with 4.2 per 1000 of those with family income greater than $7000 a year; and the lowest class seems to have more severe diseases. Over sixty-three percent (63.7%) of our survey respondents felt there was a growing need for more Mental Health Clinics in Cincinnati. A (whopping) 73.2% of our respondents felt that Mental Health, particularly as it relates to stress, is a prevalent problem for Blacks in this community.

When polled on their opinions of the greatest factors contributing to this stress, our respondents felt the following were major concerns:

- Unemployment
- Economic Problems
- The Social and Political Environment
- Poor and Inadequate Housing
- Poor Education
- Family Problems
- Job and Career Related Problems

- Daily Pressures of Life
- Police
- Little or no Recreation
- and, Low Self Esteem

It is important to note here that sixty-two percent (62%) of our respondents felt that crime, drug and alcohol abuse, abuse of family members and suicide were the outward manifestations of stress in minorities.

Only twenty-three percent (23%) of the respondents favored the neighborhood Mental Health Clinic concept. A possible explanation could be that minority communities tend to be saturated with "new poverty programs" and "new health programs"; - they feel they are often used as guinea pigs for every new service and they are becoming very leery of these programs.

How can this "fear" be lessened if not eliminated in the Black community?

It is important that we consider the mental health functioning of minorities in the context of environmental and social conditions, as opposed to focusing solely on the individuals intrapsychic behavior. Such a shift in focus necessitates modifications in the traditional approaches to mental health research and the training and treating of minorities. No change can occur until the attitudes and behaviors of professional and non-professional mental health workers change to incorporate the perspectives of minorities who have long been deprived of needed and acceptable mental health services and treatment.

In addition, the minority consumers of mental health services must play a more active role by understanding the nature of mental health problems as well as obtaining knowledge of the types of services needed and what is already available. The consumer must participate in citizen advisory boards; and by working jointly with mental health professionals (whose interest lies in improving the mental health treatment of minorities), it should become possible to

develop specific priorities in handling the mental health problems and issues of minorities.

WELFARE: Whose Problem?

MYTH: Welfare is a "Black Program"; most of the recipients are Black

FACT: Almost 4 million families receive ADC (Aid for Dependent Children): fifty percent (50%) are White, though Blacks are disproportionately represented on the rolls.

MYTH: Welfare recipients are lazy and don't want to work.

FACT: Welfare is widely scorned as a program that rewards not working - despite the fact that most recipients are incapable of work and others do want to work and do work. The fact is that poor people are as work oriented as middle class people.

No one is content with the current welfare system; clients view it as oppressive; Bureaucrats consider it an administrative monstrosity and the public condemns its cost and coverage.

The administration's policy of "Benign Neglect" toward social welfare and social service programs does not negate the fact that there continues to be a growing need for increased spending on social welfare programs, induced in large measure by the severe economic dislocation sustained in the Black and poor communities.

In 1978, Black Americans were twelve percent (12%) of the total U.S. population, (25.4 out of 260 million persons) but comprised over one-third of those with incomes below the poverty level. Thus, poverty continues to be a critical distinguishing feature of the Black experience in the U.S.

But what about in Cincinnati? On questions regarding public assistance, we found that 31.3% of the survey respondents, or other family members, were receiving financial assistance from Welfare or Social Security. And in Cincinnati, feelings run strongly when questioned about welfare services (the service itself as well as personnel administering the program) and problems and difficulties they may have had or heard about in attempting to qualify for services. What did the respondents identify as major problems in their opinion with the local welfare office? Unfortunately, the list is considerable and many of the age-old concerns remain:

1. Rejection and refusal for food stamps - a problem in one-out-of-two families who sought help.

2. Long waiting - Respondents complained about long waits and that the initial contact was overly taxing along with the fact that a number of those who sat and waited did not always receive aid.

3. Emergency aid rejection was cited as a major problem with the welfare offices in eleven percent (11%) of the applicant cases.

4. Cuts in funding and/or too little assistance were cited as other problems.

5. Too much prying and insensitivity to people seeking help were also among the complaints about services given at local welfare offices.

How do Black Cincinnatians as a whole feel about welfare and public assistance? Results show that 47.1% feel negatively; mostly toward the human judgment problems and their belief that the system is ineffective, inadequate, demoralizing and creates dependency. When asked if they felt welfare has either failed or hurt the Black community, 56.9% of the respondents felt it had; they felt it was a dead end street with no way out, no help to get out, thereby perpetuating itself by fostering dependency. Many also felt that welfare contributes to the Black communities' lack of self esteem,

in that it doesn't provide enough, (money, income) (and) forces people to lie (fraud), fails administratively and is programmed to fail.

But not everyone felt the welfare system was negative. Of our sample population, 34.8% remain positively inclined regarding welfare; twenty percent (20%) of those feeling positively said they feel that way because the system of helping those who are least able to help themselves does have its merits.

The respondents did concede that welfare has been a help to the Black community by providing basics for the needy. But they also felt that welfare should provide a great deal more counseling to its recipients, and that current poverty level guidelines should be raised considerably to meet current high levels of inflation.

Welfare is a national problem that needs to be resolved on a national basis. The reluctance to reform the welfare system reflects widespread hostility to the poor, a hostility encouraged by racism.

Social Security

The Social Security System did not escape the attention of our respondents. Nearly ten percent (10%) of our respondents have had problems obtaining disability benefits, and cited skepticism of the program as concerns. Questions concerning the future of Social Security and the fact that funds may run out were also crucial points of their discussions. Several respondents questioned what right the Social Security program had to conflict with the Privacy Act in requesting as much information as they do in determining eligibility for aid.

In an overview of responses to questions on the present Social Security System, 61.5% of the sample feel the system is a part of the future, twenty-five percent (25%) feel system is permanent, 14.4% feel it is permanent but effective. Thirty-five percent (35%) feel it is effective for now, though not permanently and 26.6% feel it is not effective and not a permanent system at all.

Despite these concerns, the success of Social Security is undeniable; through this program, retired workers, the permanently disabled and dependents, or survivors of insured persons are provided benefits. Social Security alone has reduced the poverty rate among the elderly and when coupled with other Social Service programs (SSI, Veterans Pensions) poverty levels dropped even further.

But President Carter has proposed a series of changes in Social Security, both as to coverage and benefits, and the proposed cuts would impose special hardships on persons with low earnings and on families with children; they discriminate against Blacks and other persons who, because of their lower life expectancy, depend on survivors/benefits to a greater extent and longer time period than Whites. The Black community will have to give greater priority to this program to assure that long-established benefits, especially as they aid Black Americans, are not seriously eroded.

(Elderly)

Double Jeopardy

> "Today's aged Negro is different from today's aged White, because he is Negro... and this alone should be enough basis for differential treatment. For he has, indeed, been placed in double jeopardy: First, by being Negro and second, by being aged. Age merely compounded those hardships accrued to him as a result of being Negro.
>
> From Report of a Study by:
> Detroit Urban League

As Social Service Professionals, and more particularly as Black Service Professionals, we know many of the problems faced by today's Senior population, in general and our Black Senior population in particular:

- We know that at times nearly every older person suffers the indignity of feeling cast off, set aside, pushed into the background, of being considered useless and a burden

to the busy, vigorous, useful younger generation in our youth-focused work-oriented society.

- We know that age, which brings the cumulative effects of the wear and tear of a lifetime, is hard enough for the person who can look back on a rewarding and satisfying life.

- We also know that Blacks bring to their older years a whole lifetime of economic and social indignities, a lifetime of struggle to get and keep a job, more often than not at unskilled hard labor, a lifetime of overcrowded, substandard housing in slum neighborhoods, of unequal opportunities for education and the cultural and social activities that nourish the spirit, a lifetime of second-class citizenship, a lifetime of watching their children learn the high cost of being Black in America.

- We know that fewer than one-fourth (¼) of these aging Black Senior Citizens hold any kind of job to help sustain themselves. We know that three times as many of them as their White counterparts are receiving old age assistance grants, that for many of them this assistance is all that keeps them alive, that many are existing at starvation levels.

The trend in Social Services is to provide new housing, community centers for older people, broaden Social Security coverage and bring to light the facts about the way our Black aged population must live out their years.

The aged account for a large share of adults living alone who are considered poor. The low incomes of elderly people, especially elderly Blacks, is reflected in terms of daily bread and medical care. The "modest but adequate" budget for an elderly couple, has no provision for special diet or the expensive kinds of medical care all too often associated with the illnesses that strike in the later years.

For the elderly Black in our society, the experience of being without cash, food and comfort is not new - he has lived with it all his life. But in the later years, he is less active physically, has fewer resources than before, and for some, this has confirmed their lifelong feeling of hopelessness. Elderly Blacks who reach age sixty (60) should be considered survivors. These men and women have survived six (6) decades of inadequate medical care; they have survived the ravages of discrimination, poor education, slum conditions and unemployment. But Blacks are more likely to die before age sixty-five (65). They are most subject to disabling illness, get less medical care and less assistance in meeting its cost. The incidence of death from the leading killers - heart disease, cancer, brain hemorrhage and accidents - is proportionately higher for older Blacks than for older White people, in spite of miracle drugs and antibiotics; and often, too, from diseases we think of as Yesterday's Killers - tuberculosis, influenza and pneumonia.

Medicaid and Medicare programs were enacted because of the recognition that poor health was an obstacle to economic opportunity and a contributing factor to the financial dependency of old age. They were enacted to alter the supply and distribution of medical services to the poor and elderly, thus providing for more equal access to health care. But the benefits of these two programs are limited to only certain groups, and despite the rise in public expenditures and benefit levels in these two major health care programs, about one million persons are not yet covered.

Locally

But what about Cincinnati's Black Senior Citizens? 18.1% of our survey respondents stated that they were senior citizens. Another 12.1% of the respondents indicated they have elderly seniors who depend on them or for whom they have a responsibility.

When questioned about "What is the greatest health problem of the aged in the Black community", our survey respondents cited:

	Rank	# of Respondents	% of Respondents
High Blood Pressure	1	61	17.6
Proper Diet	2	27	7.8
Heart Disease	3	24	6.9
Long Running Illness	4	19	5.4
Getting Adequate Health Care	5	18	5.2
Sugar Diabetes	5	18	5.2
Transportation	6	12	3.4
Arthritis	7	11	3.1
Mental Health	8	10	2.8
Waiting on Service	9	9	2.8
Money/High Cost	10	8	2.6
Housing Adequate Facilities	10	8	2.3
Isolation	11	3	2.3
Knowledge of City Service	12	1	2.3
Old Age	12	1	2.3
Don't Know	0	23	6.5
No Response	0	65	18.7

Our respondents were also concerned about non-disease oriented problems our elderly face: getting proper and adequate care, waiting too long for services, isolation and transportation constituted 10.1% of the most frequent problems, making the treatment and care problem, overall, second only to high blood pressure and hypertension.

The place and programs which our respondents felt provided any measure of assistance were, in order of priority, clinics ten percent (10%), private doctors and physicians, Federal programs other than welfare, Medicaid, Neighborhood Churches, Clubs and Organizations, Cincinnati General Hospital, the Community Chest Agencies and Nursing Homes.

The major complaint of 28.5% of our respondents regarding most nursing homes, is the quality and adequacy of the staff and twenty-two percent (22%) of the respondents complained about general

services, cleanliness and general quality and adequacy of the facility itself. - However, we should note that many of the respondents felt that support and attention of family and friends to this matter would be beneficial both healthwise and spiritually to a number of nursing home patients.

In a culture which is primarily youth-oriented, all older people find many difficulties in continuing in the mainstream of community life. Older Blacks have special added difficulties because of their life experience and their life situations. These must be much better understood before satisfactory planning can be done for activities which truly fill the void of empty hours. The underlying aim is to create a community climate in which people, as they grow older, can maintain status, realize their potential and continue dignity and health to find meaning and satisfaction.

Health services in our community should continue to offer both preventive and health maintenance opportunities for older people; medical and dental care, Visiting Nurses Service, occupational therapy, skilled nursing care for those older couples who must live in institutions, and homemaker services to enable older people to remain as self-directing and independent as possible in their own homes as long as they are able and want to. Visiting services, portable meals (Meals-On-Wheels) and the programs of the multi-service centers for older people which include educational, recreational, family counseling, health home finding and other services, should continue to be supported and expanded. Counseling services should continue to include protective services for those too feeble or confused to manage their own affairs.

For hundreds of thousands of our elderly Black Americans, whatever we can do now will be too late. But we can begin to free them from real want. It is not too late for something older Blacks selfishly cherish: We can give their children and grandchildren a chance so that they will not know the suffering of being placed in double jeopardy.

Youth Health

Health services to youth have been the target of much controversy both locally and nationally in recent days. Parents, as well as health professionals and the community in general, are concerned about health services aimed at our youth. At the center of the controversy is the concern about the sex education of our youth and more importantly, counseling and medical services being offered to teens without (in some cases) needing informed consent from parents.

Parents do not want their roles as sex educators of their children usurped by schools or social service agencies; yet in many cases, parents are reluctant to initiate conversations on sexuality with their children because of their own lack of comfort with the subject. Every family has the right and responsibility to convey their own values and moral commitments to their children in the most effective way possible.

But agencies have a valid concern also; what about children whose parents aren't functioning (for them) as primary sex educators? In the past ten (10) years, the number of births to teenage mothers has been on a steady increase. The problem of teenage pregnancy and young motherhood needs immediate public attention, from the expansion of preventive services to the provision of adequate health and social services, when the young mother elects to bear and keep her child. This disproportionate representation of Black Adolescents bearing children, (for young Black women ages 15 - 19 the rate is two times higher than their White counterparts), needs to be of particular concern; besides the problems inherent in "children" bearing children, the probability is that these young families conceived in poverty will continue to find themselves on public assistance rolls and remain there.

Our respondents were not without comment on the subject of teenage health concerns, particularly as it relates to sex education. When responding to our question on sex education in the schools and who should have the responsibility for educating youth, a variety of respondents came out:

What is your opinion about school taught sex education courses?

	Rank	Total # Responded	% of Responses
Favor	1	171	65.7
(Tend to) favor within age limit	2	20	7.6
Program Ineffective	3	17	6.5
Against	4	13	5.0
Don't Know	C	7	2.6
N/A	D	9	3.4
No Response	O	23	8.8

What should be done and who should take the responsibility for doing it?

	Rank	Total # Responded	% of Responses
Parents & Teachers	1	55	20.6
Parents	2	43	16.1
Trained Teaching Professionals	3	35	13.1
With/without parents	4	33	12.4
Parents, teachers, ministers, other influential adults	5	18	6.7
Community and parent groups	6	6	2.2
Doctors & Nurses	7	4	1.5
State Government	8	4	1.5
Don't Know	C	21	6.3
Not Applicable	D	11	3.3
Did not respond	O	46	13.9

Twenty-five percent (25%) of our respondents felt the trained professional and the school system, with or without parent's help, could share in the responsibility of instructing youth in sex education; twenty percent (20%) feel the teacher with parental re-enforcement or parent and teacher together need to have equal responsibility; sixteen percent (16%) of the responses favored parents only as being solely responsible. Interestingly enough, 6.7% want neighborhood and parent groups to become involved in the process. A majority of our respondents, 65.7% favored school taught sex

education as a supplement to the parental role as primary sex educator.

Many Blacks see education as the primary tool for success in a hostile environment; education is also seen as the tool for helping youth understand our world and his/her options. Of our respondents, twenty-five percent (25%) feel education is the needed answer to solve the problems teens are having with drugs and unwanted pregnancies. Many respondents suggested that there should be more and better counseling provided or made available to Black youth whether through Parental Guidance Agencies or the schools. These services, they feel, can help relieve the stresses even our youth feel. And that information can only lead to enlightened decision-making as misinformation or no information at all, can have devastating consequences on the family unit.

The highly publicized needs of youth are one of the more dramatic examples of how physical health, social and income needs must all be considered in planning for the development of comprehensive social services.

Reflections & Recommendations

In Health & Welfare Services, "New Thrust" means changing established procedural patterns toward eliminating obstructions that hinder the adequate functioning of social, economic and political practices, which reflect in health and welfare service facilities. If, indeed, we are sincere in our wishes to again impact on these systemic deficiencies, new approaches to old problems must be developed; and in developing services for minorities, minority input is a must.

Too little information is available on current Black Health statistics. This data and information is of an utmost necessity in planning and developing services for and with minority participation; without it we are operating in a vacuum; with it, meaningful services can be planned that will accurately serve the needs of its targeted population.

To greater serve the needs of Blacks and minorities the Urban League urgently recommends consideration of the following points:

- Information and data regarding health, as it relates to Blacks, should be accumulated (by the Health Department) and disseminated to people of concern. Education should be the main thrust of this information so that the Black community can be informed about short and long term effects of health care policies and costs as it relates to their general health status.

- Health Service Agencies and Health Education information should be available and accessible to the minority consumers who are in need of such services - too often service is not obtainable because of the lack of knowledge about the existence of some agencies.

- The problems of Health and Welfare require the cooperative action of not only those in the medical and public health professions, but also of many professions, community services and organizations. Church and community action continue to also play a major part.

- Additional areas of concentration should include a focus on programs aimed at preventative health and consumer education programs, as well as mental health, and geriatric and parental care programs.

In attempting to educate the community (most particularly the Black Community) towards health, two strategies tend to unfold:

- Agencies should not and cannot afford to wait for voluntary feedback and requests to be initiated by minority (Black) communities. Outreach programs should be used to seek out people, groups and organizations in the community.

- And of equal importance, communications should be couched in language easy to understand, so that people transcend fear and distrust.

America (Cincinnati) should not make the mistake of believing that, because the problems of Blacks and the poor did not have high visibility or command public attention in 1979, they no longer exist or have been ameliorated to such an extent that they are no longer important.

THE PROBLEMS REMAIN!!!!!!!!!
THEY GROW WORSE IN 1980!!!!!

ECONOMIC DEVELOPMENT & EMPLOYMENT

A decade ends, a decade begins and the forecast is that the future offers a range of opportunities; but for those who are denied a chance for adequate training, the 1980's do not appear promising. It is possible that the high unemployment rates that devastated the communities at large and especially the Black community, during the 1970's could still prevail.

With unemployment rates of Black youth reaching almost epidemic proportions, the League is calling for a major effort to create jobs that would at least bring the unemployment rate of Black youth down to that of White youth.

Official data reports a jobless rate of 13.6% among White youth, while the comparable rate among Blacks is 33.6%. These official figures, however, do not include those young Black people who want a job, regardless of how long they have been actively and unsuccessfully seeking employment. If these discouraged Black youth are included, the true unemployment rate of Black youth is 52.6%, more than twice that of Whites (24.8%)

No problem was more fundamental or pervasive in its consequences for the quality of Black life than income and jobs. More importantly, there was no problems facing the minority community that were more in need of immediate and far-reaching remedial action than economic conditions. The severe recession and inflation experienced during the decade imposed more than its share of financial misery on Black and poor Cincinnatians.

In the year 1979, nothing is more central to the success of the long struggle to eliminate racial discrimination from American life than the effort to establish equal access to job and career opportunities. For the better part of two centuries the Federal Government was either indifferent to employment discrimination or actively fostered its imposition on Black people and on other minorities and women as well. Only fifteen (15) years ago, with the passage of the Civil Rights Act of 1964, did the emerging consensus that employment discrimination was wrong, become a national policy favoring equal employment opportunity.

Unemployment

While progress has been made during the past decade, the current employment situation provides disturbing evidence that members of groups historically victimized by discriminatory practices still carry the burden of that wrongdoing. Unemployment statistics - a critical indicator of economic status - reveal a worsening situation for Black people and members of other minority groups. In 1976, the rate of unemployment was seven percent (7%) for Whites and 13.1% for Blacks and other minorities. In August 1977, White joblessness declined to 6.1%, while minority unemployment increased to 14.8%

In contrast to economic trends among Whites, the economic situation of Black families did not significantly improve during 1979. Not only is the jobless rate for all Blacks still at depression levels, but the gap between the unemployment rate of Blacks and Whites is the widest it's ever been. The jobless rate among all Blacks is now over 2.5 times higher than among Whites.

UNEMPLOYMENT RATE

City Whites	City Blacks	Respondents
6.6 *	17.5 *	9.8 **

(*) The Cincinnati unemployment rate is based upon data collected by the Bureau of the Census in a monthly household survey and from statistics compiled by the Ohio Bureau of Employment Services. The number of Cincinnati households interviewed each month is quite small and the OBES data is available only for Hamilton County and thus, must be apportioned to the City. Accordingly, the data for the City is subject to error and the distortion introduced can be substantial.

(**) The employment status of Blacks has long lagged significantly behind that of Whites. It is interesting to note that although our respondents were from the so called "middle class" level, their unemployment rate was considerably higher than City Black/White rate.

When asked the position they currently hold, the responses were:

	Percent (%)
Managerial	6 %
Professional and Managerial	20 %
Professional but not Managerial	21 %
Skilled Labor	6 %
Unskilled Labor	5 %
Others	9 %
Did not Answer	34 %

In addition to unemployment the calibre of jobs that are available to Blacks is a major concern. In response to the question, "On the whole, has the types of employment open for Blacks increased from the available positions before the Civil Rights Movement?" the responses were:

Stated "Yes"	55 %
Answered "No"	15 %
Did not Know	5 %
Did not answer the question	25 %

According to the Official Department of Labor count, unemployment failed to decline among Blacks as it had among Whites over the past year. Although official unemployment eased down among Blacks, it fell more sharply among Whites. Thus, the jobless rate among all Blacks is now 2.5 times higher than the rate among Whites - the highest it has even been.

Youth Unemployment

The persistence of problems of providing equal opportunity is also evidenced by the crisis in unemployment for minority youth. In 1971, when 15.1% of White teenagers were jobless, the unemployment rate for minority teenagers was 31.7%. In 1976, White teenage unemployment stood at eighteen percent (18%) , while 39.8% of minority teenagers were unemployed; and by August 1979 unemployment for minority

teenagers had reached a staggering forty percent (40%).

With youth unemployment at a critical stage in every community, the respondents were asked to specify and assess: "In your opinion, what is the major employment problem facing youth today?" their comments were:

	Rank	Total # Responded	% of Responses
Lack of education;no skills	1	55	19.7
No jobs available/lack of opportunity	2	44	15.6
No employment guidance	4	10	3.5
Lack experience/familiarity	3	15	5.3
Not dependable/bad attitude	6	9	3.5
No jobs with future/youth have no available jobs	7	6	2.0
General apathy/lack of incentive	5	10	3.2
High unemployment/minimum wage thus jobs go to adults	8	2	.7
Racism	9	1	.3
Don't know	C	1	.3
No response	O	120	43.1

Overall, the respondents unanimously felt that employment continues to be the major concern in the Black community today and that programs to address youth employment continue to be temporary and seasonal in both the public and private sector. Many also feel that the private sector is unwilling to use its resources and that in too many isntances, federally funded programs are not well run, and are mired in bureaucratic floundering. Although some good concepts have been developed, there was universal agreement over the lack of sufficient job opportunities for all Black people who want to work.

Income Gap

On the question of salaries in the Black community vs. those in the White community comparable employment, nearly fifty percent (50%)

of our respondents feel that Black salaries today are not keeping pace with the White counterpart. In response to the question, "Do you feel that the salaries in the Black community are keeping pace with those in the White community?" the responses were:

Not keeping pace	49%
Are keeping pace	9%
Did not know	4%
Had no response	38%

Although there is a decline in the value of the dollar due to inflation, the real tragedy is that for every dollar of White family income, Black families earned less than .62 cents.

Most people talk about the gains Blacks have made in comparison with the 1940's or 50's -- and we have made gains -- substantial ones. But, in the past five years, things have not become better for Blacks: they have become worse. Declining comparative income and an all too high rate of unemployment as clearly indicated by the following chart hardly points to equal sharing in the fruits of a free society for the Black population.

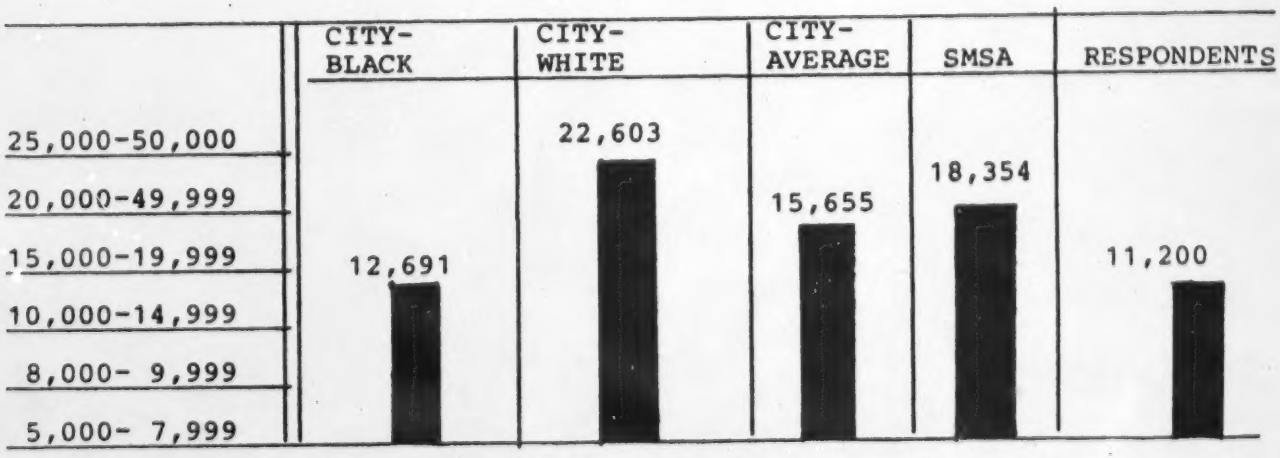
See Next Page for Chart

COMPARATIVE INCOME TABLE

INCOME	CITY-BLACK	CITY-WHITE	CITY-AVERAGE	RESPONDENTS
0 - 4,999	27.3	9.8	14.3	9.8
5,000 - 7,999	_____(*)	_____(*)	_____(*)	8.6
5,000 - 9,999	21.8	18	19.6	
8,000 - 9,999	_____(*)	_____(*)	_____(*)	7.8
10,000 - 14,999	19.7	20.6	20.1	12.9
15,000 - 19,999	10.4	16.0	14.9	10.5
20,000 - 24,999	7.7	13.6	11.9	9.0
25,000 - 29,999	3.9	6.6	6.1	___(*)
25,000 - 49,999	_____(*)	_____(*)	_____(*)	17.6
30,000 - Higher	9.3	14.6	13.1	1.9

* SURVEY TABLES DO NOT COINCIDE EXACTLY

AVERAGE FAMILY INCOME



The income gap between Blacks and Whites is actually widening and not only is Black unemployment at its highest level in history, but the jobless gap between Whites and Blacks is also the widest it has ever been. As to the misconception about the enormous growth in the Black Middle Class, the actuality of the situation is that the proportion of middle - income families has not significantly increased.

Life for most Blacks, instead of being comparably comfortable - as the misconception would have it - is in fact quite difficult, and in all too many instances is reduced to a matter of basic survival.

The decline in the relative income position of Black families is attributable, in part, to the sharp drop in multiple earners among Black families, while multiple earners among Whites have steadily increased. The worsening income position is also contributed to the higher incidence of unemployment among Blacks.

Equal Employment and Affirmative Action

The employment status of minorities and women has long lagged significantly behind that of White men. As shown in the Commission's 1978 report *Social Indicators of Equality for Minorities and Women*, the disparities in unemployment rates of minorities and women and of White males increased between 1970 and 1976. According to recent statistics, these disparities continue to prevail in 1979. Affirmative Action programs, designed to correct the present effects of past discrimination, have been attacked recently on the ground that action taken to improve the status of minorities and women discriminates against White males. When asked, "Do you agree that the Federal Agencies set up to overcome race discrimination in employment are doing a good job?" our respondents replied:

Strongly agree	1 %
Agree	7 %
Somewhat agree	29 %
Disagree	7 %
Strongly disagree	18 %
No response	38 %

When queried as to who is at fault for the realtive non-success of Affirmative Action Programs, the perceptions of our respondents were as follows: The government is not setting the example; racist system; Top Executives don't push Affirmative Action with staff and line managers or "key in" on the progress of Black promotions to high level/decision making positions; Affirmative Action is neglected/should have more enforcement; attitudes and tokenism/placing unqualified Blacks into positions of quasi-authority; meeting number (goal) objectives; and, employer's staff making a mockery of Affirmative Action principles.

As to whether or not Blacks feel, with or without the benefit of Affirmative Action, that the private corporation has made a measurable and concerted effort to increase Blacks in the employment ranks of the private corporation, 28.9% of the sample said "yes", eighteen percent (18%) said "No", three percent (3%) cited that they did not know and (*) forty-six percent (46%) refused or could not answer.

* It is important to note that only nineteen percent (19%) of respondents have experienced working in the private corporation.

On the question as to whether or not Affirmative Action Programs were being an expeditor for increasing Black employment in the ranks of the private corporation, 61.8% of the respondents stated "yes" and thirty-five percent (35%) of the responses were "no". Affirmative Action plans generally need to be monitored (i.e., there should be an accountability factor). In monitoring Affirmative Action, Federal Contract Compliance Officers should be alerted to a Company's Affirmative Action Plan which may be in compliance with letter of law but in reality, they find there is no indication that the plan was ever implemented. And finally, an Affirmative Action plan must be designed to "break down" old patterns of racial segregation" -- that is, it must reflect a benign favortism that makes for past discrimination.

C E T A

The congress renewed most of the programs of the Comprehensive Employment and Training Act in September. An attempt was made to target the jobs to the disadvantaged by tightening eligibility requirements and by limiting the supplementation of salaries. The new law also limits public service employment to a maximum of eighteen (18) months, with the expectation that these workers will find jobs in the private sector or on the regular government payroll at the end of that period.

6.5% of our sample has had an experience within the past five years of a federal training program. In light of that, we asked our respondents, "Has CETA (Comprehensive Employment & Training Administration) improved the Black underemployment or underutilization in private industry?" To that question a slight majority of 21.2% of respondents said "yes", 18.4% said "no" and the remaining sixty percent (60%) did not or refused to answer.

When asked, "What one thing should the government concentrate on doing now in the employment and training areas," the responses were:

	Rank	Total # Responded	Total % Respondents
Develop more jobs in private private and public sector	1	24	8.9
Improve training that exists	2	13	4.8
Training for higher levels of employment	3	12	4.4
Push for more equality	4	10	3.7
Expand current programs	4	10	3.7
Follow-up programs	5	7	2.6
More Youth (Black) Programs	6	6	2.2
Training jobs for future industries	7	5	1.8
Enforcing Affirmative Action regulations openly	8	4	1.4
Improve opportunities and self-employment	9	3	1.1
Make local agencies more concerned	10	2	.7

	Rank	Total # Responded	Total % Respondents
Pressure, private industry	11	1	.3
Check out trainers	11	1	.3
Educate administrators in roles	11	1	.1
Improve race realtions	11	1	.3
Start over again	11	1	.3
Don't know	C	5	4.8
No response/NA	0	161	60.0

While Black employment opportunities were enhanced by re-authorization of CETA, two clouds appear on the horizon. It is expected that the cuts in the 1980 budget will reduce the number of public service jobs available in 1980. And, in the long run, there is the danger that job holders will not receive sufficient training to obtain non-subsidized jobs at the end of CETA employment.

Conclusions and Recommendations

The Urban League's Economic Development & Employment Department has studied the facts regarding Black Cincinnatians and has come to the inescapable conclusion that not only is Black progress limited to a very few areas but also the gap that separates Blacks from Whites is growing.

Blacks as well as Whites, must be concerned with the hardening attitudes toward the expansion of equal opportunity. In fact, there is growing evidence that a countermove to the campaign for Affirmative Action is underway. This countermove appears in a variety of forms, but the main thrust is frequently expressed in charges of "reverse discrimination" against Whites -- especially against White men.

The Bakke decision cannot be allowed to be used as a justification for any diminution in Affirmative Action efforts, either on the part of government, educational and other institutions, and private industry. This will require that such efforts be monitored closely

and that where necessary, appropriate remedies be sought. The Bakke decision cannot be allowed to be used as a justification for the reduction of a minority presence in public and private institutions. These institutions must be carefully monitored to determine that the letter and spirit of Affirmative Action policies are carried out at every departmental level. Blacks are also becoming apprehensive over the extent to which the strong drive for equal opportunity on the part of White women have an adverse effect on Blacks -- especially on Black men. However, a close examination of employment trends in recent years suggests that White women have increased their share of higher paying jobs at a rate slightly faster than their representation in total employment. In contrast, all other groups -- Black men, Black women and other minorities -- have experienced comparatively more modest improvements. Although White men have seen their share of the total employment (and especially among better paying occupations) decline slightly in recent years, they still command the heights of the occupational ladder -- with little or no challenge. Consequently, it is towards those heights that Blacks must look as they seek to improve their occupational status in the years ahead.

The objective of the Urban League's Economic Development and Employment Department is the elimination of racial discrimination in employment and the promotion of full employment opportunities for all those who can be gainfully employed in the Cincinnati Area.

Equal Opportunity/Affirmative Action is a way of life whose time has come, but it won't come by itself. We must look towards an environment conducive to equality for all, regardless of color, creed or station in life.

Recommendations

Employment: Federal job training and job creation programs that would increase earnings, productivity and tax revenues should be expanded and not reduced. The goal of reducing the federal deficit cannot be met if higher unemployment adds billions in lost tax revenue and in mandated insurance expenditures.

The trend of job movement to the suburbs requires new policies that will make suburban job opportunities available to low and moderate income families through housing programs, improved public transportation and vigorous enforcement of Affirmative Action and Equal Opportunity mandates.

Affirmative Action

Positive incentives to encourage compliance with Affirmative Action laws and regulations should be implemented, such as the Targeted Job Tax Credit Program.

Title VII of the Civil Rights Act of 1964 (and 1972 Equal Employment Opportunity Act) should be amended to include policies which address layoffs and reduction-in-force in public and private employment.

Youth

The need for jobs among Blacks remains crucial. While the number of federal job training and job creation programs has benefited the Black community during the past twelve (12) months, the almost twenty percent (20%) unemployment rate among Blacks, clearly indicates that such programs must be substantially increased.

Private industry and specifically small and mid-sized businesses where most of the jobs are located, should be encouraged through whatever inducement necessary to employ and train Black youth possessing limited skills. Since it is a generally accepted fact that there exists a relationship between unemployment and crime, the implementation of the above would serve a two-fold purpose.

APPENDIX

City Planning Commission
Cincinnati, Ohio
January, 1974

NEIGHBORHOOD RACIAL CHANGE 1960-1970

IDEN#	STATISTICAL NEIGHBORHOOD	1960 POP.	1960 # NEGRO	1960 % NEGRO	1970 POP.	1970 # NEGRO	1970 % NEGRO	% CHANGE***
1	Avondale	28,818	19,779	68.6	22,699	20,702	91.2	+22.6
2	Corryville	7,482	2,079	27.7	6,089	3,362	55.2	+32.5
3	North Avondale/Paddock Hills	6,631	107	1.6	7,420	2,790	37.6	+36.0
4	Over-The-Rhine	30,575	4,085	13.2	16,363	6,783	41.5	+28.3
5	Mt. Auburn	13,823	1,359	9.8	11,213	8,284	73.9	+64.1
6	Fairview-Clifton Hgts.	14,801	3	0	11,887	759	6.4	+ 6.4
7	Clifton	9,635	71	.7	10,736	939	8.7	+ 8.0
8	Bond Hill	11,672	6	0	12,324	3,229	26.2	+26.2
9	Roselawn	11,058	737	6.7	10,781	733	6.8	+ .1
10	Hyde Park	16,104	319	2.0	17,220	487	2.8	+ .8
11	Mt. Lookout	10,567	58	.5	9,847	17	.2	- .3
12	Oakley	15,052	92	.6	15,089	97	.6	0
13	Madisonville-Eastwood	17,447	3,658	21.0	17,697	6,837	38.6	+17.6
14	Kennedy Heights	5,603	978	17.5	6,789	3,946	58.1	+40.6
15	Pleasant Ridge	10,633	19	.2	11,492	507	4.4	+ 4.2
16	Mt. Adams	6,535	1,049	16.1	3,491	147	4.2	-11.9
17	Columbia-East End	6,911	1,221	17.7	4,878	748	15.3	- 2.4
18	Riverside-Sedamsville	3,777	1	0	3,922	0	0	0
19	Fernbank-Saylor Park	3,165	43	1.4	3,450	47	1.4	0
20	East Price Hill	23,170	53	.2	22,113	125	.6	+ .4
21	West Price Hill	23,539	10	0	23,840	43	.2	+ .2
22	North Fairmount	9,287	2,107	22.7	7,658	4,292	56.0	+33.3
23	South Fairmount	6,810	60	.9	6,123	100	1.6	+ .7
24	Northwest Fairmount	4,179	45	1.1	11,086	2,416	21.8	+20.7

Neighborhood Racial Change

IDEN#	STATISTICAL NEIGHBORHOOD	1960 POP.	1960 # NEGRO	1960 % NEGRO	1970 POP.	1970 # NEGRO	1970 % NEGRO	% CHANGE
25	Lower Price Hill	4,136	3	0	3,187	2	0	0
26	Northside	13,050	155	1.2	12,301	493	4.0	+ 2.8
27	South Cumminsville	7,866	3,822	48.6	5,237	3,884	74.2	+25.6
28	West End	29,308	27,416	93.5	16,088	15,609	97.0	+ 3.5
29	Evanston	18,590	13,472	72.5	14,900	13,320	89.4	+16.9
30	East Walnut Hills	5,350	244	4.6	5,416	1,738	32.1	+27.5
31	Walnut Hills	20,658	11,475	55.5	14,053	11,520	82.0	+26.5
32	Carthage	3,975	2	0	3,291	3	0	0
33	Hartwell	5,453	395	7.2	5,773	469	8.1	+ .9
34	College Hill	15,198	298	2.0	19,502	2,184	11.2	+ 9.2
35	Mt. Airy	2,825	1	0	5,183	8	.2	+ .2
36	Winton Hills	7,944	193	2.4	10,436	5,496	52.7	+50.3
37	Westwood	22,474	110	.5	28,794	72	.3	- .2
38	Mt. Washington	9,187	6	0	12,252	6	0	0
39	California	1,055	2	.2	819	1	.1	- .1
40	Camp Washington	6,132	302	4.9	3,117	315	10.1	+ 5.2
41	River Road	1,678	142	8.5	1,435	102	7.1	- 1.4
42	University Heights	11,803	37	.3	11,529	1,069	9.3	+ 9.0
43	Queensgate	12,621	12,106	95.9	980	892	91.0	- 4.9
44	Central Business District-Central Riverfront	5,953	617	10.4	3,472	458	13.2	+ 2.8
	TOTALS	502,530*	108,737	21.6	452,524*	125,031	27.6	+ 6.0

* 1960 U.S. Census of Population and Housing

** 1970 U.S. Census First Count Summary Tape (Includes 592 persons outside City but tabulated with City on First Count Tape)

NOTE: 1970 Census Tracts are essentially the same as 1960, execpt for (a) deletion of Census Tract 31; and (b) division of some 1960 tracts into smaller ones, (e.g., 46 into 46.01; 46.02 and 46.03).

*** Change in black population 1960/1970 as a percent of total.

AGE CATEGORY

CITY-BLACK	%	CITY-WHITE	%	CITY - BLACK/WHITE	%
18 - 29	36.8	18 - 29	40.4	18 - 29	39.7
30 - 45	26.5	30 - 45	19.8	30 - 45	21.9
46 - 64	27.7	46 - 64	23.4	46 - 64	24.1
65 - Older	9.0	65 - Older	16.4	65 Older	14.3

STATE OF BLACK CINCINNATI RESPONDENTS	NO'S	%
18 - 19	4	8.8
26 - 35	19	26.6
36 - 49	69	20.4
50 - 65	53	20.8
65 Older	21	8.1
No Response	39	15

DATA SOURCE: 1979 City Planning Department
SPSS Batch System.

EDUCATION LEVEL

GRADE	CITY - BLACK %	CITY - WHITE %	CITY-BLK. & WHITE %
8TH GRADE - OR LESS	11.1	24.1	9.2
9TH " - 11TH	26.2	13.8	17.1
HIGH SCH. DIPLOMA	23.2	19.0	20.0
VOCATIONAL TRAINING	16.8	13.0	13.8
SOME COLLEGE	15.4	21.3	19.7
B.S. OR HIGHER	7.2	24.4	20.3

Data Source: 1979 City Planning SPSS Batch System

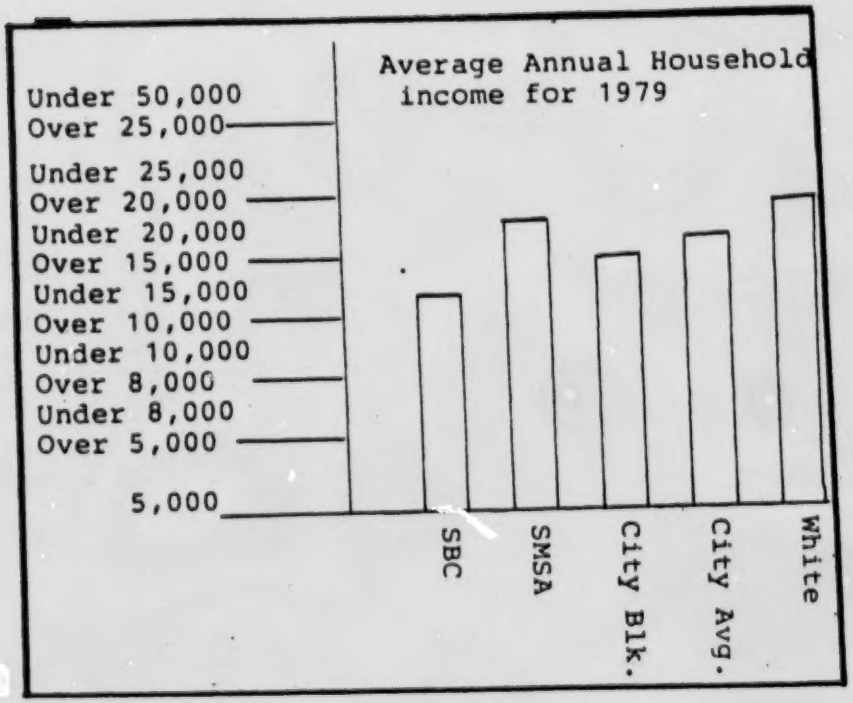
STATE OF BLACK CINCINNATI RESPONDENTS	NO'S	%
0 - 9 Grade	19	7.3
10 - 11 Grade	24	9.2
12 - H.S Grad.	37	14.2
Some College	64	24.7
College Grad.	28	10.8
Higher	44	16.9
No Response	43	16.6

INCOME

CITY-BLACK	%	CITY-WHITE	%	STATE OF BLACK CINCINNATI RESPONDENTS	%
0 - $ 4,999	27.3	0 - $ 4,999	9.8	Under $5,000	9.8
5 - 9,999	21.8	5 - 9,999	18	Under $8,000	8.6
10 - 14,999	19.7	10 - 14,999	20.6	Under $10,000 Over $8,000	7.8
15 - 19,999	10.4	15 - 19,999	16.0	Under $15,000 Over $10,000	12.9
20 - 24,999	7.7	20 - 24,999	13.6	Under 20,000 Over $15,000	10.5
25 - 29,999	3.9	25 - 29,999	6.6	Under $25,000 Over 20,000	9
30 - Higher	9.3	30 - Higher	14.6	OVER 15,000 Under $50,000	17.6
				Over 50,000	1.9
				No Response	

Data Source:

1979 City Planning
SPSS Batch System



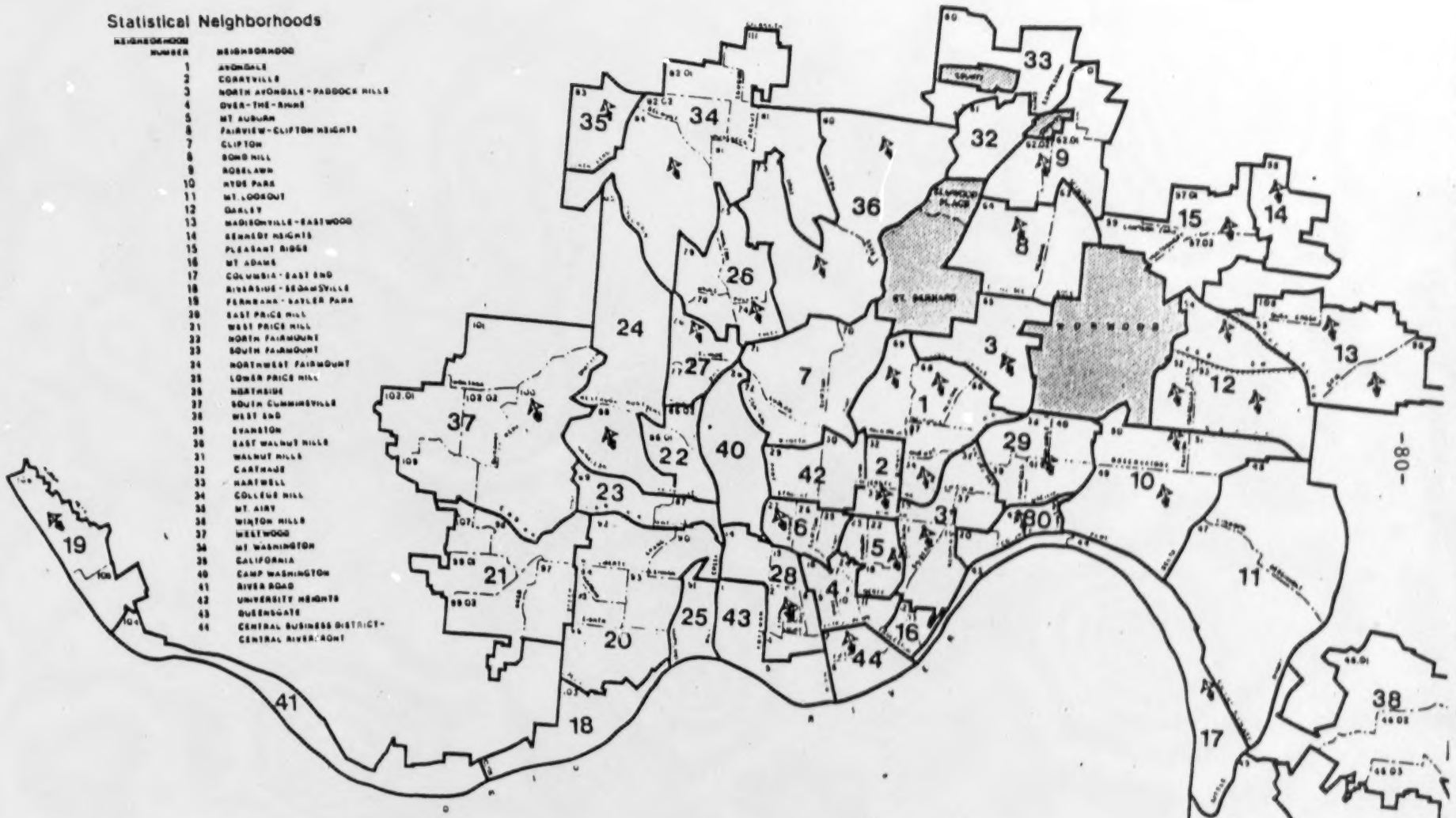
STATE OF BLACK CINCINNATI RESPONDENTS	%
Under $ 5,000	9.8
Under 8,000 Over 5,000	8.6
Under 10,000 Over 8,000	7.8
Under 15,000 Over 10,000	12.9
Under 20,000 Over 15,000	10.5
Under 25,000 Over 20,000	9
Over 15,000 Under 50,000	17.6
Over 50,000	1.9
No Response	22.8

Data Source:

1979 City Planning
SPSS Batch System

OCCUPATIONAL LEVELS IN THE GREATER CINCINNATI AREA

	BLACKS %	WHITES %	OVERALL CITY AVERAGE %
Professional, Technical	9.6	24.1	20.0
Management, Administration	4.9	6.6	6.3
Crafts & Skills	7.9	8.8	8.4
Operatives	14.9	10.0	11.1
Sales, Clerical	19.8	31.0	27.9
Laborers, Service	42.9	19.5	26.3



Cincinnati Statistical Neighborhoods

SBC - RESPONDENTS AREAS

Scale in Feet

January 1973

Cincinnati, Ohio

Legend:
- 1 Statistical Neighborhood Number
- Statistical Neighborhood Boundary
- 119 Census Tract Number
- Census Tract Boundary
- Area Outside Cincinnati

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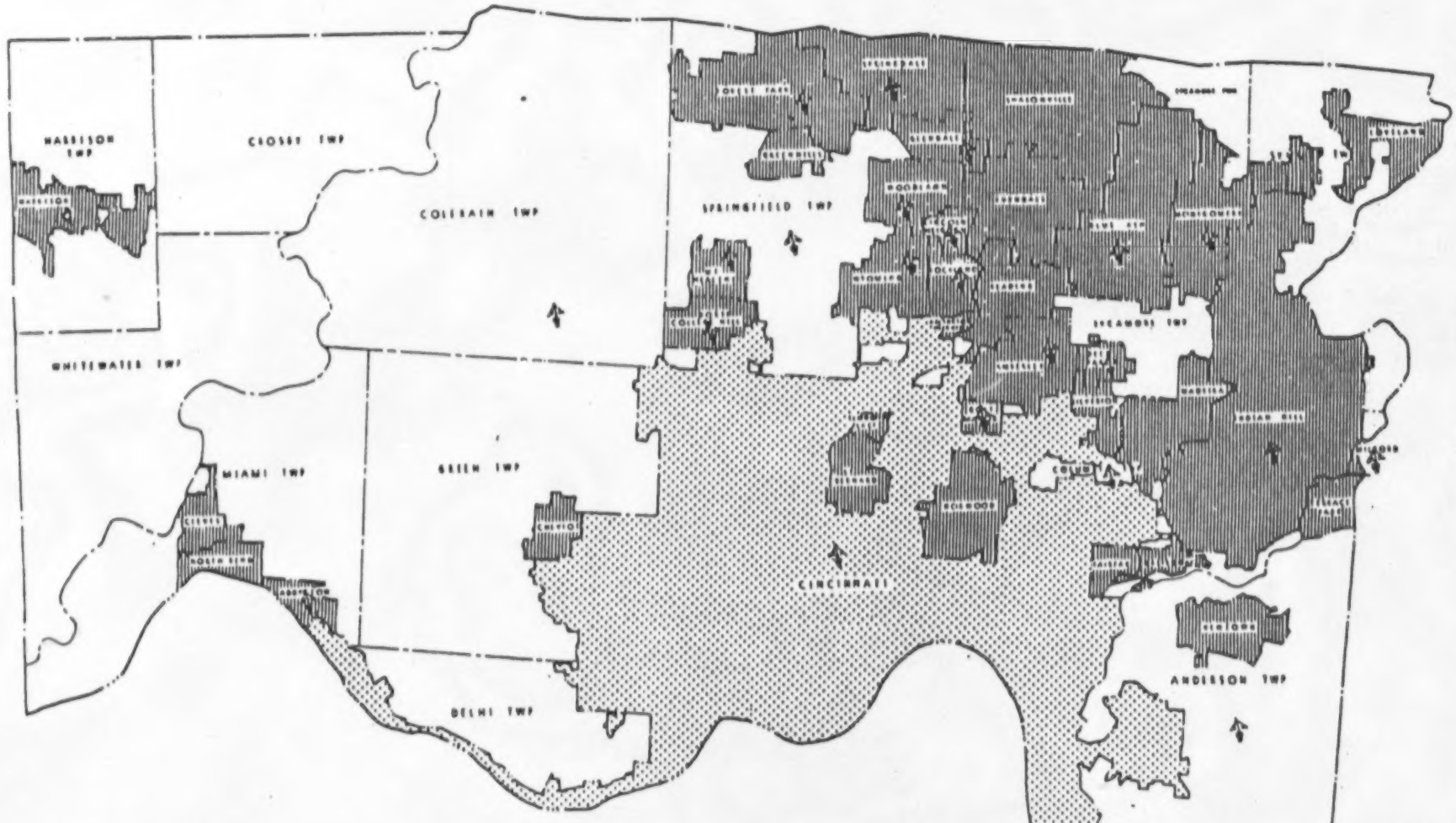

HAMILTON COUNTY, OHIO

SBC RESPONDENT AREAS — 1979

CINCINNATI

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